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PART IV

Section 2-B

NOTIFICATIONS, RULES AND ORDERS ISSUED UNDER MYSORE ACTS AND ORDINANCES.

NOTIFICATION.

No. L.S. 3455—L.W. 58-49-13, Bangalore, dated 15th March, 1950.

SCHEDULES AND APPENDICES

TO

Report of the Committee constituted under clause (*a*) of sub-section (1) of the said sections in Government Notification No. L.S. 5946—L.W. 97-48-4, dated 13th May 1949, to enquire and advise Government regarding fixation of minimum wages and minimum workloads in respect of employment in K.G.F. Mining and Metallurgical Operations (Published in the *Mysore Gazette* dated 25th May 1950.) Pages 195-196—(1 to 71).

By Order of His Highness the Maharaja,

B. S. PUTTASWAMY,
Legal Remembrancer and
Secretary to Government,
Law Department.

Pages 215—(1—155)

KOLAR GOLD FIELD MINING COMPANIES' MANAGEMENTS' CONSIDERED DECISIONS REGARDING FURTHER IMPROVEMENTS IN EARNINGS OF EMPLOYEES.

The Managements have given their full and sympathetic consideration to the representations made by labour representatives at their recent meetings with them. The existing difficulties and limitations under which the Industry is being carried on have already been explained in clear detail to the labour representatives. *And now* CONSISTENT WITH THE LIMITED MEANS, RISING COST OF PRODUCTION, AND THE DECLINING NATURE OF THE INDUSTRY, the Managements have decided to give effect to the following scheme securing to every worker further improvements in earnings, which, it is hoped, will be appreciated.

SCHEME.

1. *Increase in Dearness Allowance.*

As from 1st April 1947, DEARNESS ALLOWANCE of employees who are now receiving Rs. 13-8-0 and Rs. 14-8-0 per month will be raised to Rs. 15-8-0 per month.

2. *Service increments and increments in Grades.*

NOTE :—Scheme "A" or "B" whichever gives the greater benefit to the employee shall be applicable; and for these employees all future biennial increments shall date from the 1st April 1947.

For purposes of calculating service, the rules governing the calculations for Service Gratuity will be observed, *i.e.*, service must be continuous. In cases where there is a break in service, the discretion of the Superintendent to ignore the break will be recognized.

A. Those whose increments fell due between 1st January 1946 and 1st April 1947 but who did not benefit by virtue of the terms of the agreements dated 22nd March 1946 (which provided for the grant of biennial increments only on 1st January 1948) will be granted, with a view to affording relief, the increments due straightway.

B. The existing rates of pay of employees will, if found necessary, be increased according to their length of service in their present grades on the following basis :—

Length of Service	*Rate of pay*
From 3 years to 6 years in present grade.	Minimum + 1 Increment
From 6 years to 9 years in present grade.	„ + 2 Increments

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Length of Service	*Rate of pay*
From 9 years to 12 years in present grade.	Minimum + 3 Increments
From 12 years to 15 years in present grade.	,, + 4 ,,

NOTE :—The above increments shall be subject to the maximum rate of the grade not being exceeded except in the cases of employees in Grades "U" to "Z" who, if qualified by service, will be permitted as a special case one extra increment over and above the maximum and without prejudice to the maximum rate in the Wages Schedule.

C. Those who on 1st April 1947 have been on the maximum of their Grades for 4 years or more will be given the benefit of 1 increment in the particular Grade, and those with 2 years but under 4 years' service on the maximum of the Grade : 50 per cent of their unit of increment, which will be without prejudice to the maximum rate in the wages schedule.

3. War Relief Bonus.

In earnest desire of affording relief to employees who during the War period had undergone some difficulties and with a view to the successful conclusion of the negotiations a WAR RELIEF BONUS of one month's basic pay will be paid by the Companies to all the employees who have been on the rolls for a period of 12 months between 1st January 1946 and 30th April, 1947 and whose names continue to be on the rolls on 30th April 1947. The Companies hope to make this payment during the first pay disbursement in May 1947.

THE EMPLOYEES WILL PLEASE APPRECIATE THE FACT THAT AS THERE ARE NO PROFITS OUT OF WHICH TO PAY THIS WAR RELIEF BONUS, THE COMPANIES ARE APPROACHING THE GOVERNMENT FOR THE GRANT OF A LOAN FOR THE PURPOSE, WHICH WILL HAVE TO BE REFUNDED TO GOVERNMENT.

IT IS THE EARNEST DESIRE OF THE MANAGEMENTS THAT THESE FURTHER IMPROVEMENTS WILL PROMOTE CONTENTMENT, CO-OPERATION AND GOOD-WILL OF THE EMPLOYEES AND THEIR LEADERS FOR THE SMOOTH WORKING OF THE INDUSTRY.

For purposes of interpretation, the English version of this notice shall be deemed to be authoritative.

கோலார் தங்கவயல் மைனிங் கம்பெனியார்களின் மானேஜ்மெண்டாரால் தொழிலாளிகளின் சம்பாத்தியத்தில் அபிவிருத்திக்காக தீர ஆலோசனையின் பேரில் அளிக்கப்பட்ட திட்டங்கள்.

சமீபத்தில் தொழிலாளப் பிரதிநிதிகள் கம்பெனியாருடன் நடத்திய சம்பாஷணைகளில் கூறிய குறைகளுக்கு கம்பெனியார் தங்கள் முழு கவனத்தையும் பூரண அனுதாபத்தையும் அளிக்கின்றனர். பிரதிநிதிகளுக்கு தற்சமயம் இத்தொழிலுக்கேற்பட்டிருக்கும் கஷ்ட நஷ்டங்கள் தெளிவாக விளக்கப்பட்டிருக்கின்றன. இப்பொழுது தங்களுக்கு ஏற்பட்டிருக்கும் பணநெருக்கடி, அதிகமான தொழிற்செலவு, இத்தொழிலின் குறைந்துபோகும் தன்மை முதலியவைகளையும் நிதானித்து கம்பெனியார் ஒவ்வொரு தொழிலாளிக்கும் மேலும் சம்பாத்தியத்தில் அபிவிருத்திகள் ஏற்படுத்தத் தீர்மானித்துள்ளனர். இந்த செய்கை நல்ல மனதுடனும் சந்தோஷத்துடனும் வரவேற்கப்படுமெனக் கருதுகின்றனர்.

திட்டம்.

1. உயர் விலை (டியர்னஸ்) அலவன்ஸ் அதிகரிப்பு.

1–4–47 முதற்கொண்டு தற்சமயம் மாதம் 80 ரூபாய் அல்லது அதற்குக் குறைவான அசல் கூலி- உள்ள ரூ. 13–8–0 ம் ரூ. 14–8–0 ம் பெறுபவரும் அனைவருக்கும் 15–8–0 ரூபாயாக உயர்த்தப்படும்.

2. சர்வீஸ் உயர்வுகளும் கிரேட் சர்வீஸ் உயர்வுகளும்.

குறிப்பு.—கீழ்க்கண்ட 'A' அல்லது 'B' திட்டங்களில் எந்தத் திட்டம் தொழிலாளிக்கு அதிக பலனளிக்கின்றதோ அத்திட்டமே கைக்கொள்ளப்படும். அவ்விதம் உயர்த்தப்பட்ட தொழிலாளர்களுக்கு இனிமேற் கொண்டு கொடுக்கப்படும் இருவருட உயர்வுகள் 1–4–47 முதல் கணக்கெடுக்கப்படும்.

தொழிலாளியின் சர்வீஸைக் கணக்கெடுக்கும் பொழுது, சர்வீஸ் கிராட்சூடி கொடுப்பதற்கு எவ்விதம் கணக்கெடுக்கப்படுகின்றதோ அதே சட்டங்களின்படி தீர்மானிக்கப்படும். அதாவது சர்வீஸில் முறிவில்லாமல் தொடர்பாக இருக்கவேண்டும். சர்வீஸில் முறிவுள்ள சில தொழிலாளர்களுக்கு முறிவுகளை நீக்கி சர்வீஸ் தொடர்ச்சியை அனுமதிக்க சூபரிண்டெண்டுக்கு அதிகாரமுண்டு.

'A.' சாதாரணமாக 1–1–46-க்கும் 1–4–47-க்கும் இடையில் உயர்வுகளுக்கு உரிமையுள்ள, ஆனால் 22–3–46-ல் கையொப்பமிட்ட ஒப்பந்தத்தின்படி (இருவருட உயர்வு 1–1–48-ல் தான் கிடைக்கவேண்டியது) கிடையாமற் போனவர்களுக்கு கஷ்ட நிவாரணையளிக்கும் பொருட்டு கூலி உயர்வு உடனடியாக அளிக்கப்படும் (இதன்படி 1–1–48-ல் ஒழுங்கின்படி அளிக்கவேண்டிய இருவருடக் கூலி உயர்வு இப்பொழுதே அதாவது, 9 மாதங்களுக்கு முன்னதாகவே அளிக்கப்படும்).

'B.' தற்சமயம் அமுலிலிருக்கும் தொழிலாளியின் சம்பளம் அவசியமானால் அவர்கள் சர்விசுக்குத் தகுந்தாற்போல் கீழ்க்கண்ட முறையில் அவர்களுடைய கிரேடில் உயர்த்தப்படும்.

உயர்வுகள்.

3 வருடத்திற்கு மேற்பட்டு 6 வருடம் வரை கிரேடின் அடிப்படைக் கூலியும் + 1 உயர்வு. 289

6 வருடத்திற்கு மேற்பட்டு 9 வருடம் வரை கிரேடின் அடிப்படைக் கூலியும் + 2 உயர்வுகள்.

9 வருடத்திற்கு மேற்பட்டு 12 வருடம் வரை கிரேடின் அடிப்படைக் கூலியும் + 3 உயர்வுகள்.

12 வருடத்திற்கு மேற்பட்டு 15 வருடம் வரை கிரேடின் அடிப்படைக் கூலியும் + 4 உயர்வுகள்.

குறிப்பு.—மேற்கண்ட உயர்வுகள் "U" முதல் "Z" கிரேட் வரையுள்ள தொழிலாளரைத் தவிர மற்ற கிரேடில் உள்ளவர்களின் உயர்ந்த (Maximum) கூலிக்கு மேற்படலாகாது. ஆனால், "U" விலிருந்து "Z" கிரேட் நீண்ட சர்வீஸ் தொழிலாளிகளுக்குப் பயனளிக்கும்படி அவர்களுக்கு ஒரு விசேஷ அனுமதியாக அவர்களது மாக்சிமத்திற்கு மேலாக ஒரு உயர்வு அளிக்கப்படும். இது சம்பளப் பட்டியலின் உயர்ந்த (Maximum) கூலியைப் பாதிக்காது.

'C.' 1–4–47-ல் அவரவர்கள் கிரேடில் உயர்ந்த கூலி (Maximum) அடைந்து 4 வருடமாவது அதற்கு மேலாவது ஆகியிருந்தவருக்கு மாக்ஸிமத்துக்கு மேல் ஒரு உயர்வும் 2 வருடத்துக்கு மேலும், ஆனால், 4 வருடத்துக்குக் குறைந்தும் சர்வீஸ் ஆகியவர்களுக்கு ஒரு உயர்வில் 50 சத விகிதமும் அளிக்கப்படும். இது சம்பளப்பட்டியலின் மாக்சிமத்தைப் பாதிக்காது.

3. யுத்தகால நிவாரணை போனஸ்.

யுத்தகால நெருக்கடியினல் கஷ்டப்பட்ட தொழிலாளிகளுக்கு நிவாரணையளிக்கும்பொருட்டு கம்பெனியார் உண்மையான அனுதாபத்துடன் ஒரு மாத அடிப்படை (அசல்) சம்பளம் 1–1–46 லிருந்து 30–4–47 க்குள் 12 மாதமாவது பட்டியலிலிருந்தும், 30–4–47-ல் பட்டியலிலும் (Roll) இருக்கும் எல்லாத் தொழிலாளிகளுக்கும் அளிக்கிறார்கள். இந்த போனஸ் மே மாதத்தில் முதல் கொடுக்கப்படும் சம்பளத்துடன் அளிக்கப்படும்.

இந்த நிவாரணை போனஸ் கொடுக்க கம்பெனியில் லாப பணம் இல்லையெனினும், கம்பெனியார் கவர்ன்மெண்டாரிடம் திருப்பிக் கொடுக்கப்படும் கடன் பணமாகப் பெற்றுக் கொடுப்பதை எல்லாத் தொழிலாளிகளும் சந்தோஷத்துடன் வரவேற்பார்கள் எனக் கருதப்படுகிறது.

மேற்கண்ட கூலி அபிவிருத்திகளும், உயர்வுகளும், தொழிலாளிகளுக்கும், அவர்களுடைய பிரதிநிதிகளுக்கும், நல்லெண்ணத்தையும், கூட்டுறவையும், திருப்தியையும் உண்டாக்கி, தொழிலின் முன்னேற்றத்துக்காக கம்பெனியாருடன் ஒத்துழைக்க ஏதுவாக இருக்குமென கம்பெனியார் உண்மையாகக் கருதுகிறார்கள்.

குறிப்பு.—இதில் உள்ள விபரக்கியானங்களுக்கு ஆங்கில விளம்பரமே உத்தரவாதமுள்ளதாகக் கருதப்படும்.

கோலார் தங்கவயல்,
10–4–47.

WD 182—GBPM—2,400—2·6·1950.

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The Champion Reef Gold Mines of India, Limited.

Rules pertaining to the Schedule of Daily Wage Rates.

1. This Schedule shall be effective from 1st of January 1946, provided however that in no case will the present wage rate of any employee be reduced thereby.
2. New employees shall commence at the minimum rate for their respective classifications. Subsequent increases of pay shall be in accordance with Rule 4 below.
3. Employees transferred, on the Company's initiative, from one classification to another shall, unless already in receipt of higher wages, commence at the minimum rate for the new classification, Subsequent increases of pay shall be in accordance with Rule 4 below.
4. On completion of two years' service since commencement of employment, last increment or promotion as the case may be, and providing maximums for concerned classifications are not exceeded, employees with satisfactory attendance and conduct will be entitled to increments in accordance with the following scale :—

Daily Wage Rate.

Rs.	a.	p.		Rs.	a.	p.		
Up to			1	1	0	(inclusive)—Biennial increase	1	Anna
1	2	0	to 1	6	0	,, ,, ,,	2	Annas
1	7	0	to 2	0	0	,, ,, ,,	3	,,
2	1	0	to 2	12	0	,, ,, ,,	4	,,
2	13	0	& upwards			,, ,,	5	,,

Note :—The increment of As. 5 provided at Rs. 2-13-0 and upwards includes the merging of 1 Anna Attendance Bonus which discontinues at Rs. 3-0-0.

5. Increments in accordance with Rule 4 above will be authorised by the Head of the Department concerned. All other increments and changes in classification will be authorised by the Superintendent.
6. An employee whose service with the Company has been voluntarily or otherwise terminated, shall if re-engaged be regarded as a new employee for the purposes of this Schedule.
7. The payment of daily wages where scheduled shall be adhered to in all future appointments.
8. For work in addition to the total number of normal working days in a pay period, OVERTIME will be paid at the rate of time and one half. The actual time worked will count as attendance for the purpose of Attendance Bonus, Privilege Leave, Dearness Allowance and Clothing Allowance.

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9. As an addition to the Wage Rates scheduled, employees whose wage rates are up to and including Rs. 3-0-0 per day and who have in any one calendar month attended for the qualifying number of working days will be paid an ATTENDANCE BONUS of Rs. 1-8-0.

   The "qualifying number of working days" in any one month is equivalent to two days less than the total number of calendar days excluding Sundays.

   Attendance Bonus will be paid monthly.

10. Workmen whose daily rates of pay exceed Rs. 3-13-0 will be regarded as monthly rated employees.

CHAMPION REEFS,
22nd March 1946.

J. W. MORGAN,
Superintendent.

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SCHEDULES

Schedule of Daily Wage Rates. 263

Grade Group	Min.	Wage Progression				Max.	Normal Additional Increment		Total Max.
	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.
C	2 8	2 12	3 0	3 5	3 10	3 10	3 12½	3 15	3 15
D	2 5	2 9	2 13	3 2	3 6	3 6	3 8½	3 11	3 11
E	2 4	2 8	2 12	3 0	3 5	3 5	3 7½	3 10	3 10
F	1 15	2 2	2 6	2 10	2 13	2 13	2 15	3 1	3 1
G	1 13	2 0	2 3	2 7	2 11	2 11	2 13	2 15	2 15
H	1 12	1 15	2 2	2 6	2 9	2 9	2 11	2 13	2 13
J	1 11	1 14	2 1	2 5	2 8	2 8	2 10	2 12	2 12
K	1 10	1 13	2 0	2 3	2 7	2 7	2 9	2 11	2 11
L	1 9	1 12	1 15	2 2	2 5	2 5	2 6½	2 8	2 8
M	1 8	1 11	1 14	2 0	...	2 0	2 1½	2 3	2 3
N	1 7	1 10	1 13	1 15	...	1 15	2 0½	2 2	2 2
O	1 6	1 8	1 11	1 13	...	1 13	1 14½	2 0	2 0
P	1 5	1 7	1 10	1 12	...	1 12	1 13½	1 15	1 15
Q	1 4	1 6	1 8	1 10	...	1 10	1 11	1 12	1 12
R	1 3	1 5	1 7	1 8	...	1 8	1 9	1 10	1 10
S	1 2	1 4	1 6	...	...	1 6	1 7	1 8	1 8
T	1 1	1 2	1 4	...	...	1 4	1 4½	1 5	1 5
U	1 0	1 1	1 2	...	...	1 2	1 2½	1 3	1 3
V	0 15	1 0	1 1	...	...	1 1	1 1½	1 2	1 2
W	1 1	...	...	...	...	1 1	1 1½	1 2	1 2
X	0 14	0 15	1 0	...	...	1 0	1 0½	1 1	1 1
Y	0 13	0 14	0 15	...	...	0 15	0 15½	1 0	1 0
Z	0 13	0 14	...	...	...	0 14	0 14½	0 15	0 15
A.A.	0 8	0 9	0 10	0 11	...	0 11	0 11½	0 12	0 12
A.B.	0 9	0 10	...	...	...	0 10	0 10½	0 11	0 11

Note —Grades A and B =Optional Monthly Pay.
Grade C=Monthly Pay when over Rs. 3-13 0.

SCHEDULE I.

WAGES SCHEDULE.

1ST JANUARY 1946.

General Index to groups in progressive rates of pay. 264

Group	Rate of Pay Min. Rs.	Rate of Pay Max. Rs.	Index No.	Underground and Survey Departments	Engineering Department	Metallurgical and Stores Departments
A	3 4	4 8	A 1		Outdoor Fitter Mestries, 1st Grade.	
			A 2		Shops, Head Mestries.	
			A 3		U/g. Fitter ,,	
B	3 0	4 4	B 1	Shaft Chargemen (Surface Main Shafts).		
C	2 8	3 15	C 1	Asst. Foremen, 2nd Grade.		
			C 2			Assistant Foremen, 2nd Grade.
D	2 5	3 11	D 1		Outdoor Fitter Mestries, 2nd Grade.	
			D 2		*U/g. Winding Engine Drivers, 1st Grade.	
E	2 4	3 10	E 1		Shop Mestries.	
			E 2		Patrolmen, 1st Grade.	
			E 3		*Surface Winding Engine Drivers, 1st Grade.	
			E 4		U/g. Fitters, 1st Grade.	
			E 5	*Banksmen, 1st Grade.		
F	1 15	3 1	F 1		Fitters and Machinists, 1st Grade.	
G	1 13	2 15	G 1		Welders, Electric and Gas, 1st Grade.	
H	1 12	2 13	H 1	Head Mestries, Surveying.		
J	1 11	2 12	J 1		Shop Mestries (Drill Sharpening Shop).	
			J 2			Head Furnacemen.
			J 3		Mestries, Building.	
K	1 10	2 11	K 1	Head Mestries.		
			K 2	Head Mestries, Pipe Fitting.		
			K 3	Head Mestries, Sampling.		
			K 4			Blanket Operators.
L	1 9	2 8	L 1		Outdoor Fitters, 1st Grade.	
			L 2		Blacksmiths, 1st Grade.	
			L 3		Moulders, ,,	
			L 4		Platers and Boilersmiths, 1st Grade.	
			L 5		Carpenters and Pattern-makers, 1st Grade.	

* Classification according to importance of winders and/or shafts.

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Group	Rate of Pay Min. Rs.	Rate of Pay Max. Rs.	Index No.	Underground and Survey Departments	Engineering Department	Metallurgical and Stores Departments
M	1 8	2 3	M 1		Patrolmen, 2nd Grade.	
			M 2		U/g. Fitters ,,	
			M 3	*U/g. Signalmen, 1st Grade.		
			M 4	*Banksmen, 2nd Grade.		
			M 5		*U/g. Winding Engine Drivers, 2nd Grade.	
			M 6		Head Mestries, Pipe Fitting.	
N	1 7	2 2	N 1		*Surface Winding Engine Drivers, 2nd Grade.	
O	1 6	2 0	O 1			Filter Mestries, 1st Grade.
			O 2		Masons, 1st Grade.	
			O 3		Painters, ,,	
			O 4		Sawyers, ,,	
			O 5		Tinkers, ,,	
			O 6		Fitters and Machinists, 2nd Grade.	
			O 7	Mestries, Shaft Sinking.		
			O 8	Mestries, Surveying.		
P	1 5	1 15	P 1	Rockdrill, Fitters.		
Q	1 4	1 12	Q 1		Head Mestries, Labour Gangs.	
			Q 2		Welders, 2nd Grade.	
			Q 3			Furnacemen, 1st Grade.
			Q 4			Blanket and Leaf Stitchers, 1st Grade.
			Q 5	*Surface Signalmen 1st Grade.		
			Q 6		Compressor Attendants, 1st Grade.	
			Q 7	U/g. Mestries, General purposes.		
			Q 8	Mestries, Shaft Maintenance and Hoisting.		
			Q 9	Mestries, Breaking ground by machine.		
			Q 10	Mestries, Blasting.		
			Q 11	Mestries, Pipe Fitting.		
			Q 12	Mestries, Bell Fitting.		
			Q 13	Mestries, Sampling.		
			Q 14	Teaboys, 1st Grade.		
			Q 15			Stores Issuer.
R	1 3	1 10	R 1		Outdoor Fitters, 2nd Grade.	
			R 2		Blacksmiths, 2nd Grade.	
			R 3		Moulders, 2nd Grade.	
			R 4		Platers and Boilersmiths, 2nd Grade.	
			R 5		Carpenters and Pattern-markers, 2nd Grade.	

* Classification according to importance of winders and/or shafts.

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Group	Rate of Pay Min. Rs.	Rate of Pay Max. Rs.	Index No.	Underground and Survey Departments	Engineering Department	Metallurgical and Stores Departments
R	1 8	1 10	R 6		Jumpersmiths, 1st Grade.	
			R 7		Motor Transport Drivers	
			R 8			Battery Shiftmen, 1st Grade.
			R 9	Mestries, Hand Labour.		
			R 10	Mestries employed on:— Building. Concreting. Jumper-supply. Packwalling. Platelaying. Rail-setting. Timbering. Tramming and Unloading. All others unspecified.		
			R 11	Masons (qualified).		
			R 12	Banksmen, 3rd Grade.		
			R 13	Mestries, Sweeper.		
			R 14		*U/g. Winding Engine Drivers, 3rd Grade.	
S	1 2	1 8	S 1		*Surface Winding Engine Drivers, 3rd Grade.	
			S 2		Line Mestries, 1st Grade.	
			S 3		A. C. P. Attendants, 1st Grade.	
			S 4		Patrolmen, 3rd Grade.	
			S 5		U/g. Fitters, 3rd Grade.	
			S 6	*U/g. Signalmen, 2nd Grade.		
			S 7	*Bellmen, 1st Grade.		
			S 8	Shaft Sinkers.		
			S 9		U/g. Convertor Set Attendants.	
			S 10	*U/g. Drivers, Small Hoists, 1st Grade.		
			S 11		Mestries, Pipe Fitting.	
T	1 1	1 5	T 1		Mestries, 1st Grade (Surface Labour Gangs).	
			T 2		Convertor Set Attendants, 1st Grade.	
			T 3		Compressor Attendants, 2nd Grade.	
			T 4		Cupolamen, 1st Grade.	
			T 5		Saw Sharpeners, 1st Grade.	
			T 6		Sawyers, 2nd Grade.	
			T 7		Masons, ,, ,,	
			T 8		Painters, ,, ,,	
			T 9		Tinkers, ,, ,,	
			T 10		Fitters and Machinists, 3rd Grade.	
			T 11			Furnacemen, 2nd Grade.
			T 12			Filter Mestries, 2nd Grade.
			T 13	*Surface Signalmen, 2nd Grade.		
			T 14	U/g. Loco Drivers and Drivers Small Hoists, 2nd Grade.		

* Classification according to importance of winders and/or shafts.

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Group	Rate of Pay Min. Rs.	Rate of Pay Max. Rs.	Index No.	Underground and Survey Departments	Engineering Department	Metallurgical and Stores Departments
T	1 1	1 5	T 15	Machinemen, Breaking Ground.		
			T 16	Teaboys, 2nd Grade.		
			T 17	Disc Checkers.		
			T 18	U/g. Toolroom Attendants.		
			T 19	Survey Linesmen.		
			T 20			
			T 21	Pipe Fitters.		Storemen, 1st Grade.
U	1 0	1 3	U 1		Jumpersmiths, 2nd Grade.	
			U 2		Carpenters and Pattern-makers, 3rd Grade.	
			U 3		Platers and Boilersmith, 3rd Grade.	
			U 4		Outdoor Fitters, 3rd Grade.	
			U 5		Welders, 3rd Grade.	
			U 6		Blacksmiths ,,	
			U 7		Moulders, ,,	
			U 8			Blanket Stitchers, 2nd Grade.
			U 9		Surface Drivers Small Hoists, 1st Grade.	
	1 1	1 3	U 10	Shaftmen, Shaft Maintenance and Hoisting.		
			U 11	Samplers.		
			U 12		U/g. Electric Fan, Motor and Pump Attendants.	
			U 13	U/g. Bell Fitters Assistants.		
			U 14	U/g. Rock-drill Fitters' Assistance.		
			U 15	U/g. Signalmen, 3rd Grade.		
			U 16	Bellmen, 2nd Grade.		
			U 17	U/g. Craftsmen's Assistants.		
			U 18		Pipe Fitters.	
V	0 15	1 2	V 1		Mestries, Labour Gangs, 2nd Grade. Line Mestries, 2nd Grade.	
			V 2		A. C. P. Attendants, 2nd Grade.	
			V 3		Surface Convertor Set Attendants, 2nd Grade.	
			V 4		Surface Electric Fan, Motor Pump Attendants, 1st Grade	
			V 5		Compressor Attendants, 3rd Grade.	
			V 6		Hammermen, 1st Grade.	
			V 7		Rope-splicers, 1st Grade.	
			V 8		Cupolamen, 2nd Grade.	
			V 9		Saw-sharpeners, ,,	
			V 10		Sawyers, 3rd Grade.	
			V 11		Painters, ,,	
			V 12		Masons, ,,	
			V 13		Tinkers, ,,	
			V 14			Battery Shiftmen, 2nd Grade.
	1 1	1 2	V 15	Labourers.		
			V 16		U/g. Donkey Pump Drivers.	

* Classification according to importance of winders and/or shafts.

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Group	Rate of Pay Min. Rs.	Rate of Pay Max. Rs.	Index No.	Underground and Survey Departments	Engineering Department	Metallurgical and Stores Departments
V	1 1	1 2	V 17		U/g. Oilers and Cleaners.	
			V 18		U/g. Brakesmen.	
			...	Section T. 21.		
			V 20	Blasters' Assistants.		
			V 21	Teaboys, 3rd Grade.		
			V 22	Sweepers.		
W	1 1	1 2	W 1	Door Watchmen.		
			W 2	Water-tap Watchmen.		
			W 3	Bellmen, 3rd Grade.		
X	0 14	1 1	X 1	Signalmen, 3rd Grade (Surface).		
			X 2		Crane Operators.	
			X 3		Small Hoists Drivers, 2nd Grade.	
			X 4			Assay and Smelter Room Attendants.
			X 5			Collector Gang Labourers.
			X 6			Blanket Stitchers, 3rd Grade.
			X 7			Storemen, 2nd Grade.
Y	0 13	1 0*	Y 1		Surface Brakesmen (without certificates).	
			Y 2		Fan, Motor and Pump Attendants, 2nd Grade (Surface).	
			Y 3		Battery Charging Attendants.	
			Y 4		Hammermen, 2nd Grade.	
			Y 5		Rope-splicers, 2nd Grade.	
			Y 6			Tube Mill and Mill Battery Assistants.
			Y 7			Cyanide Plant Assistants.
			Y 8		Craftsmen's Assistants (Surface).	
			Y 9		Platelayers.	
Z	0 13	0 15	Z 1		Surface Labourers.	Labourers.
			Z 2		Oilers and Cleaners (Surface).	
			Z 3		Water Tank Watchmen.	
			Z 4		Sweepers (Men).	
*AA	0 8	0 12	AA		Boys.	
			AA		Sweeper Boys.	
AB	0 9	0 11	AB		Women.	
			AB		Sweeper Women.	

* Rate according to apparent age.

Schedule of Daily Wage Rates.

Rates as amended Pages 2 to 13.

UNDERGROUND DEPARTMENT.		3rd Grade			2nd Grade			1st Grade			Other Classifications		
		Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.
Supervision	Assistant Foremen		—	—	C. 1	2 6	3 8		Monthly Pay				
Shaft Control & Signalling.	Surface Shaft Chargemen (Main Shafts).		—	—		—	—		—	—	B. 1	3 0	4 4
	*Banksmen	R. 12	1 1	1 6	M. 4	1 6	1 14	E. 5	2 2	3 3			
	*Signalmen (Surface)	X. 1	0 12	0 14	T. 13	0 15	1 2	Q. 5	1 2	1 8			
	* " (Underground)	U. 15	0 14	1 0	S. 6	1 0	1 4	M. 3	1 6	1 14			
	Bellmen	W. 3	0 13	0 13	U. 16	0 14	1 0	S. 7	1 0	1 4			
U/G. Locos and Small Hoists.	Drivers		—	—	T. 14	0 15	1 2	S. 10	1 0	1 4			
Teaboys	Teaboys	V. 21	0 13	0 15	T. 16	0 15	1 2	Q. 14	1 2	1 8			
					Mestries			Head Mestries					
General Purposes	Mestries				Q. 7	1 2	1 8	K. 1	1 8	2 5			
	Labourers										V. 15	0 13	0 15
Shaft sinking	Mestries				O. 7	1 4	1 11	K. 1	1 8	2 5			
	Shaft Sinkers										S. 8	1 0	1 4
Shaft Maintenance and Hoisting.	Mestries				Q. 8	1 2	1 8	K. 1	1 8	2 5			
	Shaftmen										U. 10	0 14	1 0
Breaking Ground by Machine.	Mestries				Q. 9	1 2	1 8	K. 1	1 8	2 5			
	Machinemen										T. 15	0 15	1 2
Breaking Ground by Hand Labour.	Mestries				R. 9	1 1	1 6	K. 1	1 8	2 5			
	Hand-Jumpermen											Piece work.	

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Blasting	...	Blasters	...	...	...	...	Q.	10	1	2	1	8	K.	1	1	8	2	5	
		Assistants	...	...	...	...	Q.	11	1	2	1	8	K.	2	1	8	2	5	V. 20	0 13	0 15
Pipe Fitting	...	Mestries	...	...	...	...													
		Assistants	...	...	...	...													V. 19	0 13	0 15
Bell Fitting	...	Mestries	...	...	...	...	Q.	12	1	2	1	8							
		Assistants	...	...	...	...													U. 13	0 14	1 0
Rock-drill Fitting		Fitters	...	...	...	...													P. 1	1 3	1 10
		,, Assistants	...	...	...	...													U. 14	0 14	1 0
Building	...																				
Concreting	...																				
Jumper Supply	...																				
Packwalling	...																				
Platelaying	...	Mestries	...	...	...	...	R.	10	1	1	1	6									
Rail-setting	...																				
Timbering	...	Labourers	...	...	...	...													V. 15	0 13	0 15
Tramming and Unloading.																					
All others unspecified.																					
Sanitation	...	Mestries	...	...	...	...	R.	13	1	1	1	6									
		Sweepers	...	...	...	...													V. 22	0 13	0 15
Masonry	...	Masons (qualified)	...	...	...	...													R. 11	1 1	1 6
Miscellaneous	...	Disc Checkers	...	...	...	...													T. 17	0 15	1 2
		Tool Room Attendants	...	...	...	...													T. 18	0 15	1 2
		Door Watchmen	...	...	...	...													W. 1	0 13	0 13
		Water-tap Watchmen	...	...	...	...													W. 2	0 13	0 13
		SURVEY DEPARTMENT.																			
Surveying	...	Mestries	...	...	...	...	O.	8	1	4	1	11	H.	1	1	10	2	7			
		Linesmen	...	...	...	...													T. 19	0 15	1 2
Sampling	...	Mestries	...	...	...	...	Q	13	1	2	1	8	K.	3	1	8	2	5			
		Samplers	...	...	...	...													U. 11	0 14	1 0
		Labourers	...	...	...	...													V. 15	0 13	0 15

* Classification according to importance of winders and/or shafts.

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Rates as amended.
Pages 2 to 13.

ENGINEERING DEPARTMENT.		3rd Grade			2nd Grade			1st Grade			Other Classifications		
SURFACE.		Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.
Workshops ...	Shops, Head Mestries		—	—		—	—		—	—	A. 2	3 4	4 8
	,, Mestries		—	—	J. 1	1 9	2 6	E. 1	2 2	3 3			
	Fitters and Machinists	T. 10	0 15	1 2	O. 6	1 4	1 11	F. 1	1 13	2 11			
	Welders (Electric and Gas) ...	U. 5	0 14	1 0	Q. 2	1 2	1 8	G. 1	1 11	2 9			
	Blacksmiths	U. 6	0 14	1 0	R. 2	1 1	1 6	L. 2	1 7	2 3			
	Moulders	U. 7	0 14	1 0	R. 3	1 1	1 6	L. 3	1 7	2 3			
	Platers and Boilersmiths ...	U. 3	0 14	1 0	R. 4	1 1	1 6	L. 4	1 7	2 3			
	Carpenters and Pattern-makers ...	U. 2	0 14	1 0	R. 5	1 1	1 6	L. 5	1 7	2 3			
	Tinkers	V. 13	0 13	0 15	T. 9	0 15	1 2	O. 5	1 4	1 11			
	Sawyers	V. 10	0 13	0 15	T. 6	0 15	1 2	O. 4	1 4	1 11			
	Painters and Polishers	V. 11	0 13	0 15	T. 8	0 15	1 2	O. 3	1 4	1 11			
	Jumpersmiths		—	—	U. 1	0 14	1 0	R. 6	1 1	1 6			
	Cupolamen		—	—	V. 8	0 13	0 15	T. 4	0 15	1 2			
	Saw Sharpeners		—	—	V. 9	0 13	0 15	T. 5	0 15	1 2			
	Hammermen		—	—	Y. 4	0 11	0 13	V. 6	0 13	0 15			
	Craftsmen's Assistants		—	—		—	—		—	—	Y. 8	0 11	0 13
Outdoor Construction and Maintenance.	Outdoor Fitter Mestries. ...		—	—	D. 1	2 3	3 4	A. 1	3 4	4 8		—	—
	Do Fitters	U. 4	0 14	1 0	R. 1	1 1	1 6	L. 1	1 7	2 3		—	—
	Masons	V. 12	0 13	0 15	T. 7	0 15	1 2	O. 2	1 4	1 11		—	—
	Rope splicers		—	—	Y. 5	0 11	0 13	V. 7	0 13	0 15			
	Platelayers		—	—		—	—		—	—	Y. 9	0 11	0 13
Hoisting ...	*Drivers, Surface Winding Engines.	S. 1	1 0	1 4	N. 1	1 5	1 13	E. 3	2 2	3 3		—	—
	Do Small hoists		—	—	X. 3	0 12	0 14	U. 9	0 14	1 0		—	—
	Brakesmen		—	—		—	—		—	—	Y. 1	0 11	0 13
	Oilers and Cleaners		—	—		—	—		—	—	Z. 2	0 10	0 12
Patrolling ...	Patrolmen	S. 4	1 0	1 4	M. 1	1 6	1 14	E. 2	2 2	3 3		—	—
Machinery Attendants.	Compressors	V. 5	0 13	0 15	T. 3	0 15	1 2	Q. 6	1 2	1 8		—	—
	Air Conditioning Plant		—	—	V. 2	0 13	0 15	S. 3	1 0	1 4		—	—
	Convertor Sets		—	—	V. 3	0 13	0 15	T. 2	0 15	1 2		—	—
	Electric Fans, Motors and Pumps ...		—	—	Y. 2	0 11	0 13	V. 4	0 13	0 15		—	—
	Crane Operators		—	—		—	—		—	—	X. 2	0 12	0 14
	Battery Charging Attendants ...		—	—		—	—		—	—	Y. 3	0 11	0 13
Motor Transport ...	Lorry, Taxi and Ambulance Drivers.		—	—		—	—		—	—	R. 7	1 1	1 6

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		Mestries, 2nd Grade			Mestries, 1st Grade			Head Mestries					
General Surface Labour.	Mestries ...	V. 1	0 13	0 15	T. 1	0 15	1 2	Q. 1	1 2	1 8			
	Labourers (including Trammers) ...		—	—		—	—		—	—	Z. 1	0 10	0 12
	‡Boys ...		—	—		—	—		—	—	A. A.	0 6	0 9
	Women ...		—	—		—	—		—	—	A. B.	0 7	0 8
Sanitation ...	Line Mestries ...	V. 1	0 13	0 15	S. 2	1 0	1 4		—	—			
	Water Tank Watchmen ...		—	—		—	—		—	—	Z. 3	0 10	0 12
	Sweepers (Male) ...		—	—		—	—		—	—	Z. 4	0 10	0 12
	Do (Female) ...		—	—		—	—		—	—	A. B.	0 7	0 8
	‡ Do (Boys) ...		—	—		—	—		—	—	A. A.	0 6	0 9

UNDERGROUND.		3rd Grade			2nd Grade			1st Grade					
		Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.			
Engineering ...	Fitter Mestries ...		—	—		—	—		—	—	A. 3	3 4	4 8
	Fitters ...	S. 5	1 0	1 4	M. 2	1 6	1 14	E. 4	2 2	3 3		—	—
Hoisting ...	*Drivers, Winding Engines ...	R. 14	1 1	1 6	M. 5	1 6	1 14	D. 2	2 3	3 4		—	—
	Do Small hoists ...		—	—	T. 14	0 15	1 2	S. 10	1 0	1 4		—	—
	Brakesmen ...		—	—		—	—		—	—	V. 18	0 13	0 15
Machinery Attendants.	Convertor Sets ...		—	—		—	—		—	—	S. 9	1 0	1 4
	Electric Fans, Motors and Pumps ...		—	—		—	—		—	—	U. 12	0 14	1 0
Miscellaneous ...	Craftsmen's Assistants ...		—	—		—	—		—	—	U. 17	0 14	1 0
	Labourers ...		—	—		—	—		—	—	V. 15	0 13	0 15
	Donkey Pump Drivers ...		—	—		—	—		—	—	V. 16	0 13	0 15
	Oilers and Cleaners ...		—	—		—	—		—	—	V. 17	0 13	0 15

*Classification according to importance of winders and/or shafts.
‡Rate according to apparent age.

Rates as amended Pages 2 to 13

METALLURGICAL DEPARTMENT.		3rd Grade			2nd Grade			1st Grade			Other Classifications		
		Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.	Index No.	Min. Rs. as.	Max. Rs. as.
Engineering and General Surface Labour.	As per Engineering Department ...												
Assay and Smelter Rooms.	Head Furnacemen					—	—		—	—	J. 2	1 9	2 6
	Furnacemen				T. 11	0 15	1 2	Q. 3	1 2	1 8		—	—
	Attendants					—	—		—	—	X. 4	0 12	0 14
Stamp Mill and Tube Mill.	Assistant Foremen				C. 2	2 6	3 8		Monthly Pay			—	—
	Blanket Operators					—	—		—	—	K. 4	1 8	2 5
	Battery Shiftmen				V. 14	0 13	0 15	Q. 8	1 1	1 6		—	—
	Assistants					—	—		—	—	Y. 6	0 11	0 13
Cyanide Plant ...	Filter Mestries				T. 12	0 15	1 2	O. 1	1 4	1 11		—	—
	Assistants					—	—		—	—	Y. 7	0 11	1 13
	Blanket and Leaf Stitchers ...	X. 6	0 12	0 14	U. 8	0 14	1 0	Q. 4	1 2	1 8		—	—
	Collector Gang labourers ...		—	—		—	—		—	—	X. 5	0 12	0 14
STORES DEPARTMENT.													
	Stores-Issuers		—	—		—	—		—	—	Q. 15	1 2	1 8
	Storemen		—	—	X. 7	0 12	0 14	T. 20	0 15	1 2		—	—
	Labourers	—	—	—		—	—		—	—	Z. 1	0 10	0 12

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Rates as amended
Pages 2 to 13.

UNDERGROUND DEPARTMENT.	Index No.	Rate of pay Min. Rs. as.	Rate of pay Max. Rs. as.
		Monthly Pay	
Assistant Foremen, 1st Grade	C. 1	2 6	3 8
Do 2nd ,, ...	K. 1	1 8	2 5
Head Mestries, All purposes	K. 2	1 8	2 5
Pipe Fitting	O. 7	1 4	1 11
Mestries, Shaft Sinking	Q. 7	1 2	1 8
General purposes	Q. 8	1 2	1 8
Shaft Maintenance and Hoisting ...	Q. 9	1 2	1 8
Breaking ground by machine	Q. 10	1 2	1 8
Blasting	Q. 11	1 2	1 8
Pipe Fitting	Q. 12	1 2	1 8
Bell ,, ...	R. 9	1 1	1 6
Breaking ground by hand			
Building			
Concreting			
Jumper supply			
Packwalling			
Plate-laying ...	R. 10	1 1	1 6
Rail-setting			
Timbering			
Tramming and Unloading			
Other than specified ...			
Mestries, Sweeper	R. 13	1 1	1 6
Sweepers	V. 22	0 13	0 15
Shaft Sinkers, Shaft Sinking	S. 8	1 0	1 4
Machinemen, Breaking ground, stopes or Development...	T. 15	0 15	1 2
Shaftmen, Shaft Maintenance and Hoisting ...	U. 10	0 14	1 0
Blasters Assistants	V. 20	0 13	0 15
Labourers, General purposes	V. 15	0 13	0 15
Assistants, Bell-fitting	U. 13	0 14	1 0
,, Pipe-fitting	V. 19	0 13	0 15
,, Rockdrill fitting	U. 14	0 14	1 0
Rockdrill fitters	P. 1	1 3	1 10
Teaboys, 1st Grade	Q. 14	1 2	1 8
2nd ,, ...	T. 16	0 15	1 2
3rd ,, ...	V. 21	0 13	0 15
Surface Shaft Chargemen	B. 1	3 0	4 4
Banksmen, 1st Grade	E. 5	2 2	3 3
,, 2nd ,, ...	M. 4	1 6	1 14
,, 3rd ,, ...	R. 12	1 1	1 6
Surface Signalmen, 1st Grade	Q. 5	1 2	1 8
,, ,, 2nd ,, ...	T. 13	0 15	1 2
* ,, ,, 3rd ,, ...	X. 7	0 12	0 14
Underground Signalmen, 1st Grade ...	M. 3	1 6	1 14
,, ,, 2nd ,, ...	S. 6	1 0	1 4
,, ,, 3rd ,, ...	U. 15	0 14	1 0
Bellmen, 1st Grade	S. 7	1 0	1 4
,, 2nd ,, ...	U. 16	0 14	1 0
,, 3rd ,, ...	W. 3	0 13	0 13
Drivers Small Hoists and Locos, 1st Grade ...	S. 10	1 0	1 4
,, ,, 2nd ,, ...	T. 14	0 15	1 2
Underground Masons (qualified)	R. 11	1 1	1 6
Disc Checkers	T. 17	0 15	1 2
Underground Tool Room Attendants	T. 18	0 15	1 2
,, Door Watchmen	W. 1	0 13	0 13
,, Water Tap Watchmen	W. 2	0 13	0 13
SURVEY DEPARTMENT.			
Surveying Head Mestries	H. 1	1 10	2 7
,, Mestries	O. 8	1 4	1 11
Linesmen	T. 19	0 15	1 2
Sampling Head Mestries	K. 3	1 8	2 5
,, Mestries	Q. 13	1 2	1 8
Samplers	U. 11	0 14	1 0
Labourers	V. 15	0 13	0 15

* Classification according to importance of shafts.

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Rates as amended
Pages 2 to 13,

		Index No.	Rate of pay Min. Rs. as.	Rate of pay Max. Rs. as.
METALLURGICAL DEPARTMENT.				
Stamp Mill and Tube Mill—				
Assistant Foremen	2nd Grade ...	C. 2	2 6	3 8
Blanket Operators	... ...	K. 4	1 8	2 5
Battery Shiftmen	1st ,, ...	P. 8	1 1	1 6
Do	2nd ,, ...	V. 14	0 13	0 15
Assistants	... ...	Y. 6	0 11	0 13
Cyanide Plant—				
Assistant Foremen	2nd Grade ...	C. 2	2 6	3 8
Filter Mestries	1st ,, ...	O. 1	1 4	1 11
Do	2nd ,, ...	T. 12	0 15	1 2
Collector Gang Labourers	... ...	X. 5	0 12	0 14
Assistants	... ...	Y. 7	0 11	0 13
Blanket Stitchers	1st Grade ...	Q. 4	1 2	1 8
Do	2nd ,, ...	U. 8	0 14	1 0
Do	3rd ,, ...	X. 6	0 12	0 14
Assay and Smelter Rooms—				
Head Furnacemen	... ...	J. 2	1 9	2 6
Furnacemen	1st Grade ...	Q. 3	1 2	1 8
Do	2nd ,, ...	T. 11	0 15	1 2
Attendants	... ...	X. 4	0 12	0 14
STORES DEPARTMENT.				
Stores issuers	... ...	Q. 15	1 2	1 8
Storemen	1st Grade ...	T. 20	0 15	1 2
Do	2nd ,, ...	X. 7	0 12	0 14
Labourers	... ...	Z. 1	0 10	0 12

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Rates as amended
Pages 2 to 13.

ENGINEERING DEPARTMENT.		Index No.	Rate of pay Min. Rs. as.	Max. Rs. as.
Workshops—				
Shops Head Mestries	... ...	A. 2	3 4	4 3
,, Mestries	1st Grade ...	E. 1	2 2	3 3
,, ,,	2nd ,, ...	J. 1	1 9	2 6
Fitters and Machinists	1st Grade ...	F. 1	1 13	2 11
,,	2nd ,, ..	O. 6	1 4	1 11
,,	3rd ,, ...	T. 10	0 1[illegible]	1 2
Welders, Electric and Gas	1st Grade ...	G. 1	1 11	2 9
,, ,,	2nd ,, ...	Q. 2	1 2	1 8
,, ,,	3rd ,, ...	U. 5	0 14	1 0
Blacksmiths	1st Grade ...	L. 2	1 7	2 3
,,	2nd ,, ...	R. 2	1 1	1 6
,,	3rd ,, ...	U. 6	0 14	1 0
Moulders	1st Grade ..	L. 3	1 7	2 3
,,	2nd ,, ...	R. 3	1 1	1 6
,,	3rd ,, ...	U. 7	0 14	1 0
Platers and Boilersmiths	1st Grade ..	L. 4	1 7	2 3
,, ,,	2nd ,, ...	R. 4	1 1	1 6
,, ,,	3rd ,, ...	U. 3	0 14	1 0
Carpenters and Pattern-makers	1st Grade ...	L. 5	1 7	2 3
,, ,,	2nd ,, ...	R. 5	1 1	1 6
,, ,,	3rd ,, ...	U. 2	0 14	1 0
Tinkers	1st Grade ...	O. 5	1 4	1 11
,,	2nd ,, ...	T. 9	0 15	1 2
,,	3rd ,, ...	V. 13	0 13	0 15
Sawyers	1st Grade ...	O. 4	1 4	1 11
,,	2nd ,, ...	T. 6	0 15	1 2
,,	3rd ,, ...	V. 10	0 13	0 15
Painters and Polishers	1st Grade ...	O. 3	1 4	1 11
,, ,,	2nd ,, ...	T. 8	0 15	1 2
,, ,,	3rd ,, ...	V. 11	0 13	0 15
Jumpersmiths	1st Grade ...	R. 6	1 1	1 6
,,	2nd ,, ...	U. 1	0 14	1 0
Cupolamen	1st Grade ...	T. 4	0 15	1 2
,,	2nd ,, ...	V. 8	0 13	0 15
Saw Sharpeners	1st Grade ...	T. 5	0 15	1 2
,,	2nd ,, ...	V. 9	0 13	0 15
Hammermen	1st Grade ...	V. 6	0 13	0 15
,,	2nd ,, ...	Y. 4	0 11	0 13
Craftsmen's Assistants	... ...	Y. 8	0 11	0 13

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Rates as amended Pages 2 to 18.

ENGINEERING DEPARTMENT—*(contd.)*		Index No.	Rate of Pay Min. Rs. as.	Rate of Pay Max. Rs. as.
Outdoor Construction and Maintenance—				
Outdoor Fitter Mestries	1st Grade ...	A. 1	3 4	4 8
,, ,, ,,	2nd ,, ...	D. 1	2 3	3 4
,, Fitters	1st Grade ...	L. 1	1 7	2 3
,, ,,	2nd ,, ...	R. 1	1 1	1 6
,, ,,	3rd ,, ...	U. 4	0 14	1 0
Masons	1st Grade ...	O. 2	1 4	1 11
,,	2nd ,, ...	T. 7	0 15	1 2
,,	3rd ,, ...	V. 12	0 13	0 15
Rope splices	1st Grade ..	V. 7	0 13	0 15
,,	2nd ,, ...	Y. 5	0 11	0 13
Platelayers	... ...	Y. 9	0 11	0 13
Hoisting (Surface)—				
* Winding Engine Drivers	1st Grade ...	E. 3	2 2	3 3
* ,, ,, ,,	2nd ,, ...	N. 1	1 5	1 13
* ,, ,, ,,	3rd ,, ...	S. 1	1 0	1 4
Small Hoist Drivers	1st Grade ...	U. 9	0 14	1 0
,, ,, ,,	2nd ,, ..	X. 3	0 12	0 14
Brakesmen	... ...	Y. 1	0 11	0 13
Oilers and Cleaners	... ...	Z. 2	0 10	0 12
Patrolling—				
Patrolmen	1st Grade ...	E. 2	2 2	3 3
,,	2nd ,, ...	M. 1	1 6	1 14
,,	3rd ,, ...	S. 4	1 0	1 4
Machinery Attendants—				
Compressor Attendants	1st Grade ...	Q. 6	1 2	1 8
,, ,,	2nd ,, ..	T. 3	0 15	1 2
,, ,,	3rd ,, ...	V. 5	0 13	0 15
A. C. Plant Attendants	1st Grade ...	S. 3	1 0	1 4
,, ,,	2nd ,, ...	V. 2	0 13	0 15
Convertor Sets Attendants (Surface)	1st Grade ...	T. 2	0 15	1 2
,, ,, ,,	2nd ,, ...	V. 3	0 13	0 15
Electric Fan, Motor & Pump Attendants (Surface)	1st Grade ...	V. 4	0 13	0 15
,, ,, ,,	2nd ,, ...	Y. 2	0 11	0 13
Crane operators	... ...	X. 2	0 12	0 14
Battery Charging Attendants	... ...	Y. 3	0 11	0 13
Motor Transport—				
Lorry, Taxi and Ambulance Drivers...		R. 7	1 1	1 6
Surface Labour Gangs—				
Head Mestries	... ...	Q. 1	1 2	1 8
Mestries	1st Grade ...	T. 1	0 15	1 2
,,	2nd ,, ...	V. 1	0 13	0 15
Labourers (including Trammers)	... ...	Z. 1	0 10	0 12
Women	... ...	A. B.	0 7	0 8
† Boys	... ...	A. A.	0 6	0 9
Sanitation—				
Line Mestries	1st Grade ...	S. 2	1 0	1 4
,,	2nd ,, ...	V. 1	0 13	0 15
Sweepers (Male)	... ...	Z. 4	0 10	0 12
,, (Female)	... ...	A. B.	0 7	0 8
† ,, (Boys)	... ...	A. A.	0 6	0 9
Water Tank Watchmen	... ...	Z. 3	0 10	0 12

* Classification according to importance of winders and/or shafts.

† Rate according to apparent age.

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Rates as amended Pages 2 to 13.

ENGINEERING DEPARTMENT—(*concld.*) EMPLOYED UNDERGROUND.		Index No.	Rate of Pay Min. Rs. as.	Rate of Pay Max. Rs. as.
Underground Engineering—				
Fitter Mestries	... ...	A. 8	3 4	4 8
U./G. Fitters	1st Grade ...	E. 4	2 2	3 3
,,	2nd ,, ...	M. 2	1 6	1 14
,,	3rd ,, ...	S. 5	1 0	1 4
Craftsmen's Assistants	... ...	U. 17	0 14	1 0
Hoisting—				
* Winding Engine Drivers	1st Grade ...	D. 2	2 3	3 4
* ,, ,, ,,	2nd ,, ...	M. 5	1 6	1 14
* ,, ,, ,,	3rd ,, ...	R. 14	1 1	1 6
Small Hoist Drivers	1st Grade ...	S. 10	1 0	1 4
,, ,,	2nd ,, ...	T. 14	0 15	1 2
Brakesmen	... ...	V. 18	0 13	0 15
Machinery Attendance—				
U./G. Convertor Set Attendants	... ...	S. 9	1 0	1 4
Electric Fan Motor and Pump Attendants	...	U. 12	0 14	1 0
Donkey Pump Drivers	... ...	V. 16	0 13	0 15
Oilers and Cleaners	... ...	V. 17	0 13	0 15
Miscellaneous—				
Labourers	... ...	V. 15	0 13	0 15

* Classification according to importance of winders and/or shafts.

SCHEDULE I(a).

WAGES SCHEDULE. 279

Group	ELECTRICAL SECTION UNDERGROUND	Index No.	Rate of Pay Min. Rs. as.	Rate of Pay Max. Rs. as.
1	Head Mestries and Head Chargemen ...	1 A.	3 10	4 10
2	Mestries and Chargemen	2 A.	2 10	3 10
3	Telephone Operators, 1st Grade ...	3 A.	2 7	3 7
	2nd ,, ...	3 B.	1 14	2 4
4	Telephone Maintenance Inspectors ...	4 A.	2 4	3 5
5	Electric Fitters, Wiremen, Cable Jointers, Telephone and Signal Fitters, 1st Grade ...	5 A.	2 7	3 7
	2nd ,, ...	5 B.	1 11	2 3
	3rd ,, ...	5 C.	1 5	1 8
6	Battery Charging Station Chargemen ...	6 A.	2 7	3 7
16	Battery Charging Station— Attendants, 1st Grade ...	16 A.	1 11	2 3
	2nd ,, ...	16 B.	1 5	1 8
17	Cable Laying Hands, 1st Grade ...	17 A.	1 8	2 0
	2nd ,, ...	17 B.	1 2	1 6
25	Craftsman's Assistants ...	25 A.	1 1	1 2
	ELECTRICAL SECTION—SURFACE.			
1	Head Mestries and Head Chargemen ...	1 A.	3 10	4 10
2	Mestries and Chargemen	2 B.	2 7	3 7
7	Telephone Operators, 1st Grade ...	7 A.	2 3	3 3
	2nd ,, ...	7 B.	1 8	2 0
8	Electric Fitters, Wiremen, Armature Winders, Cable Jointers, Telephone Fitters, 1st Grade ...	8 A.	2 3	3 3
	2nd ,, ...	8 B.	1 7	1 15
	3rd ,, ...	8 C.	1 1	1 4
9	Power Linesmen, 1st Grade	9 A	1 15	2 13
	2nd ,, ...	9 B.	1 6	1 13
	3rd ,, ...	9 C.	1 0	1 4
12	Telephone Linesmen, 1st Grade	12 A.	1 9	2 5
	2nd ,, ...	12 B.	1 3	1 8
	3rd ,, ...	12 C.	1 0	1 2
23	Sub-Station Attendants, 1st Grade... ...	23 A.	1 2	1 6
	2nd ,, ...	23 B.	0 15	1 1
27	Craftsman's Assistants	27 A.	0 13	0 15
28	Labourers Sweepers	28 A.	0 13	0 14
29	Boys	29 A.	0 8	0 11
30	Women	30 A.	0 9	0 10
X21	Tea Boys, 1st Grade	X21 A.	1 4	1 10
	2nd ,, ...	X21 B.	1 1	1 4
	3rd ,, ...	X21 C.	0 15	1 1
	Apprentices, 1st year	...	0 5	...
	2nd ,, ...	...	0 7	...
	3rd ,, ...	...	0 9	...
	4th ,, ...	...	0 11	...
	5th ,, ...	...	0 13	...
	MECHANICAL SECTION—SURFACE.			
2	Mestries and Chargemen	2 B.	2 7	3 7
10	Fitters and Machinists, 1st Grade	10 A.	1 15	2 13
	2nd ,, ...	10 B.	1 6	1 13
	3rd ,, ...	10 C.	1 1	1 4
11	Welders—Gas and Electric, 1st Grade ...	11 A.	1 13	2 11
	2nd ,, ...	11 B.	1 4	1 10
	3rd ,, ...	11 C.	1 0	1 2
13	Blacksmiths, 1st Grade	13 A.	1 9	2 5
	2nd ,, ...	13 B.	1 3	1 8
	3rd ,, ...	13 C.	1 0	1 2
14	Moulders, 1st Grade	14 A.	1 9	2 5
	2nd ,, ...	14 B.	1 3	1 8
	3rd ,, ...	14 C.	1 0	1 2

Schedule I(*a*)—*concld.* 280

Group	Mechanical Section—Surface—*contd.*	Index No.	Rate of Pay Min. Rs. as.	Rate of Pay Max. Rs. as.
15	Carpenters and Pattern Makers, 1st Grade ...	15 A.	1 9	2 5
	2nd ,, ...	15 B.	1 3	1 8
	3rd ,, ...	15 C.	1 0	1 2
18	Masons, 1st Grade	18 A.	1 6	1 13
	2nd ,, ...	18 B.	1 1	1 4
	3rd ,, ...	18 C.	0 15	1 1
19	Painters, 1st Grade	19 A.	1 6	1 13
	2nd ,, ...	19 B.	1 1	1 4
	3rd ,, ...	19 C.	0 15	1 1
20	Tinkers, 1st Grade	20 A.	1 6	1 13
	2nd ,, ...	20 B.	1 1	1 4
	3rd ,, ...	20 C.	0 15	1 1
21	Stores issuers	21 A.	1 4	1 10
22	Motor Transport Drivers	22 A.	1 3	1 8
23	Sweepers—Line Mestries, 1st Grade ...	23 A.	1 2	1 6
	2nd ,, ...	23 B.	0 15	1 1
24	Storemen, 1st Grade	24 A.	1 1	1 4
	2nd ,, ...	24 B.	0 14	1 0
26	Hammermen, 1st Grade	26 A.	0 15	1 1
	2nd ,, ...	26 B.	0 13	0 15
1	Assistant Charge Operators, 1st Grade ...	1 A.	3 2	4 6
	2nd ,, ...	1 B.	1 15	2 13
	3rd ,, ...	1 C.	1 5	1 12
2	Maistries ...	2 A.	2 7	3 6
3	Electric Fitters and Wiremen, 1st Grade ...	3 A.	2 3	3 3
	2nd ,, ...	3 B.	1 7	1 15
	3rd ,, ...	3 C.	1 1	1 4
4	Mechanical Fitters and Machinists, 1st Grade ...	4 A.	1 15	2 13
	2nd ,, ...	4 B.	1 6	1 13
	3rd ,, ...	4 C.	1 1	1 4
5	Battery Attendants and Masons, 1st Grade ...	5 A.	1 6	1 13
	2nd ,, ...	5 B.	1 1	1 4
	3rd ,, ...	5 C.	0 15	1 1
6	Machinery Attendants, 1st Grade	6 A.	1 4	1 10
	2nd ,, ...	6 B.	1 0	1 8
	3rd ,, ...	6 C.	0 13	0 15
7	Firemen, 1st Grade	7 A.	1 8	2 0
	2nd ,, ...	7 B.	1 0	1 4
	3rd ,, ...	7 C.	0 18	0 15
9	Craftsman's Assistants	9 A.	0 18	0 15
10	Boys	10 A	0 7	0 10

CHAMPION REEFS,
24th October 1949.

M. HAYATH,
Chief Electrical Engineer.

SCHEDULE I(b).

Group	A — Present Schedule								B — Proposed New Schedule								A to B	
	Min.		Biennial Increment Annas				Max.		Min.		Biennial Increment Annas				Max.		Difference Annas	
	Rs.	as.					Rs.	as.	Rs.	as.					Rs.	as.	Min.	Max.
A																		
B																		
C	2	8	4	4	5	5	3	10	2	11	5	5	5	5	3	15	+3	+5
D	2	5	4	4	5	4	3	6	2	8	4½	4½	4½	4½	3	10	+3	+4
E	2	4	4	4	4	5	3	5	2	7	4	4	4	4	3	7	+3	+2
F	1	15	3	4	4	3	2	13	2	2	4	4	4	4	3	2	+3	+5
G	1	13	3	3	4	4	2	11	2	0	3½	3½	3½	3½	2	14	+3	+3
H	1	12	3	3	4	3	2	9	1	15	3½	3½	3½	3½	2	13	+3	+4
I																		
J	1	11	3	3	4	3	2	8	1	14	3½	3½	3½	3½	2	12	+3	+4
K	1	10	3	3	3	4	2	7	1	13	3½	3½	3½	3½	2	11	+3	+4
L	1	9	3	3	3	3	2	5	1	12	3	3	3	3	2	8	+3	+3
M	1	8	3	3	2	—	2	0	1	11	3	3	3	—	2	4	+3	+4
N	1	7	3	3	2	—	1	15	1	10	3	3	3	—	2	3	+3	+4
O	1	6	2	3	2	—	1	13	1	9	2	2	2	—	1	15	+3	+2
P	1	5	2	2	3	—	1	12	1	8	2	2	2	—	1	14	+3	+2
Q	1	4	2	2	2	—	1	10	1	7	2	2	2	—	1	13	+3	+3
R	1	3	2	2	1	—	1	8	1	6	2	2	2	—	1	12	+3	+4
S	1	2	2	2	—	—	1	6	1	6	2	2	—	—	1	10	+4	+4
T	1	1	1	2	—	—	1	4	1	5	2	2	—	—	1	9	+4	+5
U (u)	1	1	1	—	—	—	1	2	1	5	1	1	—	—	1	7	+4	+5
(s)	1	0	1	1	—	—	1	2	1	3	1	1	—	—	1	5	+3	+3
V (u)	1	1	—	—	—	—	1	1	1	4	1	1	—	—	1	6	+3	+5
(s)	0	15	1	1	—	—	1	1	1	2	1	1	—	—	1	4	+3	+3
W (u)	1	1	—	—	—	—	1	1	1	4	—	—	—	—	1	4	+3	+3
X	0	14	1	1	—	—	1	0	1	1	1	1	—	—	1	3	+3	+3
Y	0	13	1	1	—	—	0	15	1	0	1	1	—	—	1	2	+3	+3
Z	0	13	1	—	—	—	0	14	1	0	1	—	—	—	1	1	+3	+3
AA	0	8					0	11	0	11	1	1	1	—	0	14	+3	+3
AB	0	9					0	10	0	12	1	—	—	—	0	13	+3	+3

SCHEDULE I(c).

K. G. F. Electricity Department		Equivalent Mines Groups.	A — Present Schedule					B — Proposed New Schedule					Difference A to B	
Classification Groups	Grade Group		Minimum	Biennial Increment			Maximum	Minimum	Biennial Increment			Maximum	Minimum	Maximum
			Rs. as.	Annas			Rs. as.	Rs. as.	Annas			Rs. as.	As.	As.
1a ...	A	—	—	—	—	—	—	—	—	—	—	—	—	—
2a ...	B	—	2 10	4	5	5	2	3 10	2 13	5	5	5	—	3 12	+3	+2
2b, 3a, 5a, 6a ...	C	—	2 7	4	4	5	3	3 7	2 10	4	4	4	4	3 10	+3	+3
4a ...	D	E	2 4	4	4	4	5	3 5	2 7	4	4	4	4	3 7	+3	+2
7a, 8a ...	E	—	2 3	4	4	4	4	3 3	2 6	4	4	4	4	3 6	+3	+3
9a, 10a ...	F	F	1 15	3	4	4	3	2 13	2 2	4	4	4	4	3 2	+3	+5
3b ...	G	—	1 14	3	3	—	—	2 4	2 1	3½	3½	—	—	2 8	+3	+4
11a ...	H	G	1 13	3	3	4	4	2 11	2 0	3½	3½	3½	3½	2 14	+3	+3
5b, 16a ...	I	—	1 11	3	3	2	—	2 3	1 14	3	3	3	—	2 7	+3	+4
12a, 13a, 14a, 15a ...	J	L	1 9	3	3	3	3	2 5	1 12	3	3	3	3	2 8	+3	+3
7b, 17a ...	K	M	1 8	3	3	2	—	2 0	1 11	3	3	3	—	2 4	+3	+4
8b ...	L	N	1 7	3	3	2	—	1 15	1 10	3	3	3	—	2 3	+3	+4
9b, 10b, 18a, 19a, 20a...	M	O	1 6	2	3	2	—	1 13	1 9	2	2	2	—	1 15	+3	+2
5c, 16b	N	—	1 5	2	1	—	—	1 8	1 8	2	2	—	—	1 12	+3	+4
11b, 21a, X21a ...	O	Q	1 4	2	2	2	—	1 10	1 7	2	2	2	—	1 13	+3	+3
12b, 13b, 14b, 15b, 22a	P	R	1 3	2	2	1	—	1 8	1 6	2	2	2	—	1 12	+3	+4
17b, 23a ...	Q	}	1 2	2	2	—	—	1 6	}						+3	+3
8c, 10c, 18b, 19b, 20b, 24a, X21b.	R	T	1 1	1	2	—	—	1 4	1 5	2	2	—	—	1 9	+4	+5
X21c ...	S	W	1 1	—	—	—	—	1 1	1 4	—	—	—	—	1 4	+3	+3
25a ...	T	Uu	1 1	1	—	—	—	1 2	1 4	1	—	—	—	1 5	+3	+3
11c, 12c, 13c, 14c, 15c	U	Vs	1 0	1	1	—	—	1 2	1 3	1	1	—	—	1 5	+3	+3
9c ...	V	—	1 0	1	1	2	—	1 4	1 3	2	2	—	—	1 7	+3	+3
18c, 19c, 20c, 23b, 26a	W	Vs	0 15	1	1	—	—	1 1	1 2	1	1	—	—	1 4	+3	+3
24b ...	X	X	0 14	1	1	—	—	1 0	1 1	1	1	—	—	1 3	+3	+3
26b, 27a ...	Y	Y	0 13	1	1	—	—	0 15	1 0	1	1	—	—	1 2	+3	+3
28a ...	Z	Z	0 13	1	—	—	—	0 14	1 0	1	—	—	—	1 1	+3	+3
30a ...	AA	AB	0 9	1	—	—	—	0 10	0 12	1	—	—	—	0 13	+3	+3

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Schedule I(c)—*contd.*

K. M. P. S.		Equivalent Mines Group	A				B				Difference A to B	
			Present Schedule				Proposed New Schedule					
Class Group	Grade Group		Minimum	Biennial Increment		Maximum	Minimum	Biennial Increment		Maximum	Minimum	Maximum
			Rs. as.	Annas		Rs. as.	Rs. as.	Annas		Rs. as.	As.	As.
1a	A	...	...	...		...	...	...		...	...	...
2a	B	...	2 7	4 4	5 3	3 7	2 10	4 4	4 4	3 10	+3	+3
3a	C	...	2 3	4 4	4 4	3 3	2 6	4 4	4 4	3 6	+3	+3
1b, 4a	D	F	1 15	3 4	4 3	2 13	2 2	4 4	4 4	3 2	+3	+5
7a	E	M	1 8	3 3	2 ...	2 0	1 11	3 3	3 ...	2 4	+3	+4
3b	F	N	1 7	3 3	2 ...	1 15	1 10	3 3	3 ...	2 3	+3	+4
4b, 5a	G	O	1 6	2 3	2 ...	1 13	1 9	2 2	2 ...	1 15	+3	+2
1c	H	P	1 5	3 3	1 ...	1 12	1 8	2 2	2 ...	1 14	+3	+2
6a	I	Q	1 4	2 2	2 ...	1 10	1 7	2 2	2 ...	1 13	+3	+3
3c, 4c, 5b	J	T	1 1	1 2	... ...	1 4	1 5	2 2	... ...	1 9	+4	+5
7b	K	...	1 0	1 1	2 ...	1 4	1 3	2 2	... ...	1 7	+3	+3
6b	L	...	1 0	1 1	1 ...	1 3	1 3	1 1	1 ...	1 6	+3	+3
5c	M	Vs	0 15	1 1	... ...	1 1	1 2	1 1	... ...	1 4	+3	+3
6c, 7c, 9a	N	Y	0 13	1 1	... ...	0 15	1 0	1 1	... ...	1 2	+3	+3
10a	O	...	0 7	1 1	1 ...	0 10	0 10	1 1	1 ...	0 13	+3	+3

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RULES PERTAINING TO THE SCHEDULE OF DAILY WAGE RATES.

1. This schedule shall be effective from provided that in no case will the present wage rate of any employee be reduced thereby.

2. New employees shall commence at the minimum rate for their respective classifications. Subsequent increases in pay shall be in accordance with Rule 4 below.

3. Employees transferred on the Company's initiative from one classification to another shall unless already in receipt of higher wages commence at the minimum rate of the new classification.

4. On completion of two years' service since commencement of employment or last increment as the case may be and provided the maxima for the concerned classifications are not exceeded employees with satisfactory attendance and conduct will be entitled to increments on the scales laid down for their group in the schedule.

In addition, employees who have been on the maximum of their group for 2 years will receive 50 per cent of their unit of increment and another 50 per cent after a further 2 years without prejudice to maximum rate in the Wages Schedule.

5. Increments in accordance with Rule 4 above will be authorised by the Head of the Department concerned. All other increments and charges in classification will be authorised by the Superintendent. Changes of classification will not be made unless a vacancy exists in the higher group.

6. An employee whose service with the Company has been voluntarily, or otherwise terminated, shall if re-engaged be regarded as a new employee for the purposes of this schedule.

7. The payment of daily wages where scheduled shall be adhered to in all future appointments.

8. For work in addition to the normal working hours in a day, OVERTIME will be paid at the rate of one and one half times the normal rate. The actual time worked will count as attendance for the purpose of Privilege Leave, Dearness Allowance and Clothing Allowance and Underground Weekly Attendance Bonus.

9. Employees in Underground Department will be paid a Bonus equivalent to half a shift (Basic Wage) for working 6 normal working days per week.

SCHEDULE II.

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Revised Schedule of Wages of Monthly-rated Employees.

Class.	*Salary.* Rs.	*Categories of Employees.*
D.	100—4—140	... 1. Clerks and Typists 2nd grade.
		2. Assistants Draughtsmen (Engineering Department).
		3. A.C.P. Operators.
		4. Assistant Sanitary Overseers 1st grade.
E.	65—3—95	... 1. Clerks and Typists 3rd grade.
		2. Tracers (Engineering Department).
		3. Assistant Sanitary Overseers 2nd grade.
F.	40—2—60	... 1. Junior Clerks and Head Peons.
G.	25—1—35	... 1. PEONS.
D2.	80—4—120	... 1. Assistant Foremen 1st grade (Underground Department).
		2. Assistant Foreman (Surveying Department Underground Department).
		3. Assistant Engineering Foreman (Underground Department).
C3.	120—5—170	... 1. Foreman 2nd grade (Engineering Department Surface).
		2. Shop chargemen (Engineering Department Surface).
		3. Assistant Assayers (Metallurgic Department).
		4. Foreman 2nd grade (Metallurgic Department).
D3.	80—4—120	... 1. Assistant Engineering Foreman (Surface).
		2. Shaft chargemen (Engineering Department Surface).
		3. Weighbridge Clerks (Engineering Department).
		4. Assistant Foreman 1st grade (Metallurgical Department).
		5. Weighbridge Clerks (Metallurgical Department).

SCHEDULE III.

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The drilling rates necessary to give *3 annas* per day increase for H. J. labour will be as under :—

Mysore Gold Mining Co., Ltd.

Inches Drilled per man.	PRESENT SCALE. *Rate per inch 10 pies.* *Earnings.* Rs. a. p.	REVISED SCALE. *Rate per inch 12 pies.* *Earnings.* Rs. a. p.
18	0 15 0	1 2 0
19	1 0 0	1 3 0
20	1 0 6	1 4 0
21	1 1 6	1 5 0
22	1 2 6	1 6 0
23	1 3 0	1 7 0
24	1 4 0	1 8 0
25	1 5 0	1 9 0
26	1 5 6	1 10 0
27	1 6 6	1 11 0
	Rate per inch 10½ pies. Rs. a. p.	*Rate per inch 12½ pies.* Rs. a. p.
28	1 8 6	1 13 0
29	1 9 6	1 14 0
30	1 10 0	1 15 0
31	1 11 0	2 0 0
32	1 12 0	2 1 6
33	1 13 0	2 2 6
34	1 14 0	2 3 6
35	1 14 6	2 4 6
36	1 15 6	2 5 6
	Rate per inch 11 pies. Rs. a. p.	*Rate per inch 13 pies.* Rs. a. p.
37	2 2 0	2 8 0
38	2 3 0	2 9 0
39	2 4 0	2 10 0
40	2 4 6	2 11 6
41	2 5 6	2 12 6
42	2 6 6	2 13 6
43	2 7 6	2 15 0
44	2 8 6	3 0 0
45	2 9 0	3 1 0
46	2 10 0	3 2 0
47	2 11 0	3 3 0
48	2 12 0	3 4 0

Oorgaum Gold Mining Co., Ltd. 286

	Rate 10 annas per foot.	*Rate 11 annas per foot.*
	Rs. a. p.	Rs. a. p.
6 ft. drilled per day per pair ...	3 12 0 per pair or 1 14 0 per man.	4 2 0 per pair or 2 1 0 per man.

Nundydroog Mines, Ltd.

		Rate per foot.	*Rate per foot.*
0 6 ft.	...	9 as.	10 as.
6′ 1″ 8 ft.	...	10 as.	10 as. 9 p.
8′ 1″ and over	...	11 as.	11 as. 9 p.

CHAMPION REEFS,
1st February 1950.

C. SUBRAHMANYA AIYAR,
Chairman.

APPENDICES

APPENDIX I.

GENERAL SECRETARIAT. 288

No. S. R. 5946—*L.W.* 97-48-4, *dated* 13*th May* 1949.

In exercise of the powers conferred by clause (*a*) of sub-section (1) of section 6 read with section 9 of the Mysore Minimum Wages Act, 1949 (XXIX of 1949), the Government of His Highness the Maharaja are pleased to appoint a Committee consisting of the following persons to hold enquiries and advise the Government regarding the fixation of minimum rates of wages and minimum workloads in respect of Employment in the Kolar Gold Field Mining and Metallurgical operations, namely :—

Independent Persons.

1. *Rajadharmaprasakta* Sri A. R. Nageshwara Iyer, B.A., B.L.
2. *Mushir-ul-Mulk* Janab J. Mohamed Imam, B.A., B.L.
3. Sri V. Venkatappa.

Representatives of Employees.

4. Sri S. O. Bagyanathan.
5. Sri Sundararajan.
6. Sri Ratnasabhapathy.

Representatives of Employers.

7. Mr. Peter Best.
8. Mr. D. H. Mc Call.
9. Mr. H. J. Skinner.

The Government are also pleased to appoint *Rajadharmaprasakta* Sri A. R. Nageswara Iyer as the Chairman of the said Committee.

The Assistant Commissioner of Labour at Kolar Gold Field will act as Secretary.

The Committee is requested to make their recommendations within a period of two months from date of publication.

MIR SAFDAR HUSSAIN,
General Secretary.

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PROCEEDINGS OF THE FIRST MEETING OF THE K. G. F. MINIMUM WAGE COMMITTEE HELD ON 19TH OCTOBER 1949 AT OORGAUM.

Members Present.

1. *Rajadharmaprasakta* Sri Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. *Mushir-ul-Mulk* Janab J. Mohamed Imam, B.A., B.L.
3. Sri V. Venkatappa.
4. Sri S. O. Bagyanathan.
5. Sri L. Sundararaja Iyengar.
6. Sri Rathnasabhapathy.
7. Mr. Peter Best.
8. Mr. T. Williams.
9. Mr. H. J. Skinner.

Secretary.—Sri T. Sadasivaya.

The Chairman welcomed the members and said that with their co-operation they will be able to submit to the Government their report within three months as desired by the Government. He then read the Government Order appointing the Committee and said that the terms of reference were to hold enquiries and advise the Government regarding the fixation of the minimum rates of wages and minimum workloads in respect of employment in the Kolar Gold Field Mining and Metallurgic operations. He said that he convened this meeting for fixing the details, the procedure, and the methods to be adopted for fixing the minimum wages and workloads.

Sri L. Sundararaja Iyengar desired to know if the Kolar Brick Making Company, Limited, came under the terms of reference. He said that it is supplying materials to the Mining Industry and is managed by Messrs. Jhon Taylor and Sons, and that it was desirable that this Board should fix minimum wages for this industry also. Mr. Bagyanathan and Mr. Rathnasabhapathy supported him. Mr. Peter Best said that the Brick Company was an independent concern and that it had no connection with the mining and metallurgical operations, that it was governed by the Factories Act and not by the Mines Act and that it supplied materials not merely to the Mining Companies but also several other concerns in Southern India. He was, therefore, of the view that the employees of the Brick Making Company did not come under the terms of reference. This was also the view of Messrs. Williams & Skinner. The Chairman observed that the Government Order referred only to the mining and metallurgical operations in the K. G. F. and that this Committee can reasonably concern itself only with employment in those operations or any process or branch of work forming part of such employment, according to the definition of "scheduled employment" in the Act.

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He said that employment in brick-making operations is not mentioned in the Schedule to the Act and consequently minimum wages could not be fixed for such employment till the Government notify it as a scheduled employment. Messrs. J. Mohamed Imam and V. Venkatappa were of the view that the Brick Making Company did not come within the terms of reference. It was agreed that the Government may be requested to clarify the terms of reference whether the Kolar Brick Making Company, Limited, is included in the terms of reference or not.

Next Mr. Bagyanathan raised a point if the K. G. F. Hospital employees came under the terms of reference. The Chairman said that employment in hospitals does not come under the Schedule to the Act. On the suggestion of Mr. J. Mohamed Imam this question was postponed. Mr. Peter Best stated that monthly-paid employees such as the Supervisory Staff should be excluded in fixing the minimum wages. This question was also postponed.

The representatives of Labour Associations filed preliminary statements which merely raised a few questions as to the scope of the statements that were required from them. The representatives of the employers wanted some more time for filing their statements. The Chairman said that both parties may file full and detailed statements for fixing the minimum wages as also workloads.

It was agreed that both parties will send their statements to the Chairman on or before the 2nd November, that the Chairman will supply copies of the employees' statement to the employers and *vice versa* and that they will file their replies to the statements of the other on the 17th November.

It was agreed that the next meeting be held at Oorgaum at 1 P.M. on the 17th November with the possibility of its continuation on the 18th and 19th November also.

Proceedings were read and confirmed,

C. SUBRAHMANYA AIYAR,
Chairman.

28th November 1949.

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PROCEEDINGS OF THE SECOND MEETING OF THE K. G. F. MINIMUM WAGE COMMITTEE HELD ON 28TH NOVEMBER 1949 AT OORGAUM.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. Sri V. Venkatappa.
3. Sri S. O. Bagyanathan.
4. Sri L. Sundararaja Iyengar.
5. Sri Rathnasabhapathy.
6. Mr. Peter Best.
7. Mr. T. Williams.
8. Mr. H. J. Skinner.

Secretary.—Sri T. Sadasivaya.

Absent.

Mushir-ul-Mulk Janab Mohamed Imam, B.A., B.L., *Member.*

The Proceedings of the meeting held on 19th October 1949, were read and confirmed.

It was decided that the Proceedings will be held *in camera* unless the Committee decides otherwise on any occasion.

The statements of the five Labour Associations and the statement on behalf of the four Mining Companies and the Electricity Department were received by the Chairman on the 2nd November. Copies of the employers' statement were sent to the Labour Associations and *vice versa* on 4th November 1949, and the parties had been asked to file their replies at the next meeting.

At this meeting the statements of the Labour Associations and the employers were read, commented upon and discussed by the Members.

The Labour Associations wanted time to file their replies and promised to file them to-morrow. The meeting was adjourned to 29th November 1949.

Proceedings read and confirmed,

C. SUBRAHMANYA AIYAR,
Chairman.

6th December 1949.

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PROCEEDINGS OF THE THIRD MEETING OF THE K. G. F. MINIMUM WAGE COMMITTEE HELD AT OORGAUM ON 29TH NOVEMBER 1949.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. Sri V. Venkatappa.
3. Sri S. O. Bagyanathan.
4. Sri L. Sundararaja Iyengar.
5. Sri Rathnasabhapathy.
6. Mr. Peter Best.
7. Mr. T. Williams.
8. Mr. H. J. Skinner.

Secretary.—Sri T. Sadasivaya.

Absent.

Mushir-ul-Mulk Janab J. Mohamed Imam, B.A., B.L., *Member.*

The Labour Associations of the four mines filed their replies and it was stated that the reply of the Labour Association of the K. G. F. Electricity Department was the same. The reply of the employers also was filed. The replies were read out. After discussion the statement were analysed to ascertain the points that would come within the scope of the Minimum Wage fixation.

I. The Committee was of opinion that the following points raised in the statement of the Labour Associations will have to be taken into consideration in fixing Minimum Wages :—

(1) Basic Wages.
(2) Dearness allowance.
(3) Special allowance to welders. (Also referred to as Health Pay.)
(4) Sickness insurance (Only so far as it relates to expenses for any medical treatment).
(5) Provident Fund (In so far as it relates to the contribution made by the employee).
(6) Working Hours.
(7) Skilled or Semi-skilled workmen's pay.
(8) Rank Pay.
(9) Risk Pay (this gets merged in the higher rates given to underground workmen).
(10) Dress Allowance.

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II. The Committee was of the opinion that the following points did not come within the scope of the Minimum Wage fixation :—

(*a*) Highest Remuneration.

(*b*) Service Pay.

(*c*) Payment on cessation of employment.

(*d*) Privilege Leave.

(*e*) Contract System.

(*f*) Holidays with Pay.

(*g*) Changes in Standing Orders.

(*h*) Share in Profits.

(*i*) Technical Schools.

(*j*) Attendance Bonus.

(*k*) Production Bonus.

III. It was thought that the question whether the following come within the scope of the Minimum Wage fixation may be considered later on :—

(1) Night shift allowance.

(2) Periodical increment.

(3) Minimum salaries of monthly-rated employees.

IV. From the statements of the parties it appears that both are of opinion that it is not practicable at present to fix Minimum Workloads.

It was considered desirable that the Committee should visit some of the workmen's houses and also examine some workmen so as to find out the composition of and the average number of persons in the family of a workman on the Mines. It was decided that this may be done at the next sitting of the Committee.

It was agreed that the next meeting shall be held on 5th December 1949 and the following days at Oorgaum Guest House, Oorgaum.

Dress Allowance will be added as item 10 under I, *i.e.*, points to be taken into consideration in fixing minimum wages.

Proceedings were read and confirmed,

C. SUBRAHMANYA AIYAR,
Chairman.

6th December 1949.

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PROCEEDINGS OF THE FOURTH MEETING OF THE K. G. F. MINIMUM WAGE COMMITTEE HELD ON 6TH DECEMBER 1949 AT OORGAUM.

—

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. *Mushir-ul-Mulk* Janab J. Mohamed Imam, B.A., B.L.
3. Sri S. O. Bagyanathan.
4. Sri L. Sundararaja Iyengar.
5. Sri Rathnasabhapathy.
6. Mr. Peter Best.
7. Mr. T. Williams.
8. Mr. H. J. Skinner.

Secretary.—Sri T. Sadasivaya.

Absent.

Sri V. Venkatappa, *Member*.

The Proceedings of the meetings held on 28th and 29th October 1949 were read and confirmed.

Some of the points raised in the statements of the Labour Associations which had been reserved for re-consideration were discussed and the following decisions were arrived at :—

1. *Night Shift Allowance.*—This is not to be considered as a special allowance. Night shift for workers of a particular class will be part of the job and any weightage on that account will get merged in the minimum wage for that class of job.

2. *Periodical Increments.*—It is not within the scope of the Committee to fix the maximum wage or to recommend periodical increments.

After 3 P.M. the Committee divided into two batches and went to the workmen's houses to examine some workmen so as to find out the composition of and the average number of members in their families, and such other details. Messrs. C. Subrahmanya Aiyar, Peter Best, S. O. Bagyanathan and Rathnasabhapathy went to the Champion Reef Mine Lines and Messrs. J. Mohamed Imam, H. J. Skinner, T. Williams and L. Sundararaja Iyengar to the Mysore Mine Lines.

Read and confirmed,

C. SUBRAHMANYA AIYAR,
Chairman.

20th December 1949.

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PROCEEDINGS OF THE FIFTH MEETING OF THE K. G. F. MINIMUM WAGE COMMITTEE HELD ON 7TH DECEMBER 1949 AT OORGAUM.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. *Mushir-ul-Mulk* Janab J. Mohamed Imam, B.A., B.L.
3. Sri S. O. Bagyanathan.
4. Sri L. Sundararaja Iyengar.
5. Sri Rathnasabhapathy.
6. Mr. Peter Best.
7. Mr. T. Williams.
8. Mr. H. J. Skinner.

Secretary.—Sri Sadasivaya.

Absent.

Sri V. Venkatappa, *Member*.

9 A.M. to 12 NOON.—The members visited some of the work-spots underground in the Nundydroog Mines to get an idea of the working conditions of the labourers. Visited also the Fitting Shop of the Oorgaum Mines. In the afternoon the members visited some of the workspots on the Surface—Mysore Mines Metallurgical operations.

It was decided that the next meeting may be held at Bangalore on the 20th and 21st of December 1949.

C. SUBRAHMANYA AIYAR,

10th December 1949.

Read and Confirmed,

C. SUBRAHMANYA AIYAR,
Chairman.

20th December 1949.

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PROCEEDINGS OF THE SIXTH MEETING OF THE K. G. F. MINIMUM WAGE COMMITTEE HELD ON 20TH DECEMBER 1949 AT THE LABOUR COMMISSIONER'S OFFICE, BANGALORE.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. Sri V. Venkatappa.
3. Sri L. Sundararaja Iyengar.
4. Sri S. O. Bagyanathan.
5. Sri Rathnasabhapaty.
6. Mr. Peter Best.
7. Mr. T. Williams.

Secretary.—Sri T. Sadasivaya.

Members Absent.

1. *Mushir-ul-Mulk* Janab Mohamed Imam, B.A., B.L.
2. Mr. H. J. Skinner.

The Proceedings of the meetings held on the 6th and 7th December 1949 were read and confirmed.

There was discussion about the retention or otherwise of the attendance bonus of Rs. 1-8-0 per month which is now being paid to a worker who is regular in attendance. The attendance bonus was Rs. 4-8-0 till 1946 and thereafter Rs. 3 got merged in the wages and Rs. 1-8-0 was given as attendance bonus. The general view of the members is that the attendance bonus of Rs. 1-8-0 is not enough to serve as an inducement or an incentive to regular attendance, and does not serve its original purpose. It was stated that the attendance underground may be 65 or 70 per cent and on surface 80 to 90 per cent. It was unanimously decided that the attendance bonus may be abolished and that this may be taken into consideration while fixing the minimum wages.

Next there were very long discussions in regard to the size and composition, and the consumption units of an average working class family in the K.G.F. The figures emerging from the survey of the family budgets of K.G.F. workers conducted by the Labour Commissioner's office in 1942, and from the investigation of this Committee by enquiries at the workers' houses, the Australian, American and English standards, and the Fair Wages Committee's recommendations were studied and discussed. According to the Survey by the Labour Commissioner's Office in 1942, the average number of units per family is 4·4 and the average number of earners per family is 1·28, and this works to 3·43 consumption units per earner. According to the Survey

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made by this Committee, the average units of a family applying Lusk's coefficients is 3·99 with 1·25 earners and this works to 3·19 per earner. Mr. Sundararaja Iyengar's view is that the standard family consists of one man, one wife and four children equivalent to 4½ consumption units (one child being taken as 1 unit and 3 other children ½ unit each). Mr. Rathnasabhapathy's view is that on the facts as appear from the investigations we may proceed on the basis that the consumption units per family is 3·43. Mr. Bagyanathan agrees with Mr. Rathnasabhapathy. Mr. Best, Mr. Williams, Mr. Venkatappa and the Chairman are of the opinion that it will be proper to take 3·43 as consumption units per average family as appears from the figures of the 1942 survey.

The meeting adjourned to 21st December 1949.

Read and Confirmed.

CHAMPION REEFS,
21*st December* 1949.

C. SUBRAHMANYA AIYAR,
Chairman.

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PROCEEDINGS OF THE SEVENTH MEETING OF THE K. G. F. MINIMUM WAGE COMMITTEE HELD ON 21ST DECEMBER 1949 AT THE LABOUR COMMISSIONER'S OFFICE, BANGALORE.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. Sri V. Venkatappa.
3. Sri L. Sundararaja Iyengar.
4. Sri S. O. Bagyanathan.
5. Sri Rathnasabhapathy.
6. Mr. Peter Best.
7. Mr. T. Williams.

Secretary.—Sri T. Sadasivaya.

Members Absent.

1. *Mushir-ul-Mulk* Janab Mohamed Imam, B.A., B.L.
2. Mr. H. J. Skinner.

The Committee examined Sri M. L. Anantharama Rao, Statistical Assistant to the Commissioner of Labour in Mysore, and recorded his statement in connection with a survey of family budgets of K. G. F. workers that he conducted about the end of 1942 and the commencement of 1943.

Mr. Gnanaprakasam, President, Champion Reef Labour Association, represented before the Committee the case of the Labour Associations as their spokesman.

The survey of the family budgets of K. G. F. workers conducted by the Labour Commissioner's Office in 1942 gives the quantities required for a worker with a family of 4·4 units under the several heads :—(1) Food, (2) Fuel and Lighting, (3) Clothing, (4) House-rent and (5) Miscellaneous. The cost of living of a worker with such a family for the year 1936 (base year) was worked out by the Chairman in the form of the working class cost of living index number by taking the quantities of consumption in the 1942 list and applying the 1936 prices and placed before the Committee.

I. From the list so worked out for 1936 it is found that the expenses on food is Rs. 12-10-9. Mr. Sundararaja Iyengar suggests that for the food item an increase of 25 per cent, *i.e.*, Rs. 3-2-6 should be added. His view is that the prices of 1936 as given in the list are underrated and the quantities are also lower.

Mr. Rathnasabhapathy considers that the following items should be added under food—(*a*) meat should be increased to 4 lbs. per month, *i.e.*, from Re. 0-8-0 to Re. 1. (*b*) Onions should be increased to 2 viss.

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i.e., to Re. 0-2-8. (*c*) Groundnut oil should be increased to half viss, *i.e.*, Re. 0-4-0, and Gingelly oil to one viss, *i.e.*, Re. 0-10-0. (*d*) Chillies should be increased to one viss, *i.e.*, Rs. 0-7-8. (*e*) The several grams should be raised from Re. 0-11-7 to Re. 0-15-0. For the above increases he suggests that the amount on food should be increased by Rs. 1-3-3, *i.e.*, the total for food should be taken as Rs. 13-14-0.

Mr. Bagyanathan agreed with Mr. Rathnasabhapathy.

Mr. Pest considers that the figure of Rs. 12-10-9 as worked out in the list should be taken as correct as that is based on the investigated figures, that considerable weight should be attached to these figures and any departure from them would be arbitrary and not founded on fact.

Mr. Williams agrees with Mr. Best.

Sri V. Venkatappa says that we may proceed on the basis that food requirements in 1936 amounted to Rs. 12-10-9 as it appears in the list.

The Chairman is also of the same view.

II. *Fuel and Lighting.*—According to the list this requirement amounts to Rs. 1-9-4.

Mr. Sundararaja Iyengar wanted that Keresone may be increased to two bottles, *i.e.*, Re. 0-4-6.

Mr. Rathnasabhapathy suggests that the cost of fuel and lighting may be raised to Rs. 1-12-0 from Rs. 1-9-4.

Messrs. Best and Williams consider that the figures in the list should be taken as correct.

Mr. Venkatappa and the Chairman are for proceeding on the basis that the requirement for fuel and lighting amounted to Rs. 1-9-4 as in the list.

III. *Clothing.*– According to the list this requirement amounts to Rs. 1-15-10. Mr. Sundararaja Iyengar suggested that the expense in clothing may be raised to Rs. 2-8-0 from Rs. 1-15-10.

Messrs. Rathnasabhapathy and Bagyanathan say that the clothing cost may be raised to Rs. 2-4-0.

Messrs. Best, Williams, Venkatappa and the Chairman consider that the figure in the list, *i.e.*, Rs. 1-15-10 may be retained.

IV. *Housing.*—According to the list this requirement amounts to Re. 0-10-9.

Mr. Sundararaja Iyengar says that 60 per cent of the workers live in houses with a rent of Re. 0-8-0, 20 per cent in houses with a rent of Re. one, and 15 per cent in houses with a rent of Rs. 2-0-0 and that 5 per cent live in their own houses. According to him the average rent would work to Re. 0-12-9.

Messrs. Rathnasabhapathy and Bagyanathan say that according to their calculation the average would work to Re. 0-12-2.

Messrs. Best, Williams, Venkatappa and the Chairman are for retention of the figures in the list, *i.e.*, Re. 0-10-9.

V. *Miscellaneous.*—According to the list this requirement comes to Rs. 2-9-2. If some amount is allowed for expenses for dhobi, tobacco, postage, education, etc., it would amount to Rs. 3-5-9.

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Mr. Sundararaja Iyengar says that travelling expenses may be raised to Re. 0-8-0, Soapnut powder to Re. 0-3-2, Betel leaves and Supari to Re. 1 and Amusements to Re. 0-6-0. In all he suggests that the amount of Rs. 3-5-9 under this head may be raised to Rs. 4-6-2.

Messrs. Rathnasabhapathy and Bagyanathan agree with him.

Messrs. Best and Williams consider that the figure in the list may be taken as correct.

Mr. Venkatappa and the Chairman are for retention of the figures in the list under this head.

It was agreed that the next meeting of the Committee may be held at Oorgaum on the 11th January 1949.

Read and Confirmed.

CHAMPION REEFS,
9th January 1950

C. SUBRAHMANYA AIYAR,
Chairman.

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PROCEEDINGS OF THE EIGHTH AND NINTH MEETING OF THE K.G.F. MINIMUM WAGE COMMITTEE HELD ON 9TH AND 10TH JANUARY 1950 AT THE GOVERNMENT GUEST HOUSE, OORGAUM.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. Sri L. Sundararaja Iyengar.
3. Sri S. O. Bagyanathan.
4. Mr. Peter Best.
5. Mr. H. J. Skinner.
6. Mr. T. Williams.

Secretary.—Sri T. Sadasivaya.

Members Absent.

1. *Mushir-ul-Mulk* Janab Mohamed Imam, B.A., B.L.
2. Sri V. Venkatappa.
3. Sri Rathnasabhapathy.

The proceedings of the seventh meeting of the K.G.F. Minimum Wage Committee held on 21st December 1949 at the Labour Commissioner's Office, Bangalore, were read and confirmed.

Several points had been raised in the statements of the Labour Associations and the employers. These were discussed and decisions arrived at on those points as follows :—

1. *Provident Fund* :—The Provident Fund contribution may continue at 6¼ per cent *i.e.*, one anna in the rupee as at present. The employees' contribution to the Provident Fund has to be added to the minimum wage while fixing it.

2. *Rank Pay* :—Rank pay is really a margin allowed for skill or other qualifications in the wages to be fixed for the several categories and rank pay need not be taken into consideration specially as an allowance.

3. *Health Pay* .—Eye-screens provided for welders should be used and no special allowance is called for in the case of welders.

4. *Risk Pay* :—In the schedule of wages an underground worker is given 4 annas more than a surface worker and this may continue.

5. *Night Shift Allowance* :—No special allowance need be given on account of night shifts.

6. *Dress Allowance* :—An annual allowance of Rs. 10 is given to underground workers as dress allowance and this was introduced as part of the Safety First Campaign to protect the underground

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workers from minor injuries. Messrs. Sundararaja Iyengar and Bagyanathan say that it may be increased to Rs. 12 per annum. Messrs. Best, Skinner, Williams and the Chairman are for retention of the present scale.

7. *Scavenging Allowance* :—Messrs. Sundararaja Iyengar and Bagyanathan suggest that Rs. 5 more per mensem be paid to each sweeper (male, women, or boy) in view of the offensive and dirty nature of their work. Messrs. Best, Skinner and Williams say that the present rates are ample as they are very high compared to the wages given to sweepers in the Sanitary Board and at Bowringpet and as almost every member in a sweeper's family is an earning member. The Chairman agrees with this view.

8. *Heavy work pay to Hammer-men* :—Mr. Skinner stated that all heavy hammering work is done by air-operated hammers and that Hammer-men very seldom are called upon to work with excessively heavy hammers. It was agreed that there was no case for any special allowance.

9. *Cash value of rations supplied* :—It was stated that the Companies purchase from Government Depots at controlled rates and sell rationed articles at cheaper rates to the workmen. The cash value of this concession is stated to amount to Rs. 2-9-9 per mensem. It was agreed that this arrangement may continue and that the cash value of this concession may be taken into consideration when fixing the Dearness Allowance.

10. *Monthly-rated Employees* :—It was agreed that only such of the monthly-rated employees whose pay does not exceed Rs. 115 per month need be considered for fixation of minimum wages. Mr. Best said that he will furnish a list of the monthly-rated employees other than those in the schedule of wages and the salaries of such monthly-rated employees.

11. *Working Hours* :—Mr. Sundararaja Iyengar said that 8 hours work per day may continue for surface men, but for underground men he suggested 7 hours work. Mr. Bagyanathan was of the view that 8 hours work may continue for underground men also, but he was particular that an underground worker should be left free at the Shaft Head at the end of 8 hours and there should be no delay in Hoisting. He considers that the Night Shift should be 7 hours. Messrs. Best, Skinner and Williams say that a shift is 8 hours from bank to bank on the average, and ordinarily there is no delay. They consider that there is no ground for changing the 8 hours working day and any change is extremely detrimental to the industry and uneconomical. The Chairman also agrees with this view.

12. *Overtime* :—Messrs. Sundararaja Iyengar and Bagyanathan considered that double the normal rate should be paid for overtime work and that overtime work should be calculated on the wages including Dearness Allowance. Messrs. Best, Skinner and Williams stated that overtime at present is $1\frac{1}{2}$ times the basic wage excluding Dearness Allowance and that this arrangement should continue. The Chairman said that the question whether overtime under the Minimum Wages Act should be calculated on the wages including Dearness Allowance or on the basic wages has to be further studied and considered.

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13. *Piece-work Rates* :—Mr. Best said that Hand-Jumper men are the only workers that do work on the piece-work system and that there is a special schedule with regard to it. He was requested to give a note and the schedule with regard to this.

14. *Women's Wages* :—Women are now given a minimum of nine annas. They are mostly employed as sweepers in the Sanitary Department on the surface and some are employed for doing fetch-and-carry work on the surface. It was agreed that the present wage may continue subject to such increase as may be given by this Committee while fixing the minimum wages.

15. *Apprentices and Boys* :—There is no system of apprentice-ship as such. Sons of employees are admitted for training in the Mines' Workshops. They were paid from 6 annas to 14 annas in the course of 5 years. Persons between 15 to 17 are treated as boys and are paid from 8 to 12 annas. It was agreed that the system may continue subject to such increases as may be given when fixing the minimum wages.

16. *Motor Transport Drivers* :—They are in the wage schedule getting Rs. 1-3-0 to Rs. 1-10-0 per day. The opinion was that there is no reason to take them out of the wage schedule.

17. *Casual Labour* :—Males get Re. 0-13-0 plus Re. 0-8-0 special allowance and women get Re. 0-10-0 *plus* Re. 0-8-0 special allowance and there is no need for any change.

18. *Benefits and Amenities* :—Benefits and incentives such as Production Bonus, Welfare Work, Canteens, etc., cannot be taken into account when fixing minimum wages. House rent can be deducted under the Minimum Wages Act and cash value of food concessions will be considered under Dearness Allowance. It was stated that it costs the companies about 8·28 annas per shift on the average for special allowance and welfare services.

19. *Workload* :—It was agreed that it is not practicable in the present circumstances to fix workloads.

20. *Job classifications, Semi-skilled, Skilled, Margins and Differentials* :—It was agreed that the Committee may accept the distinctions in grade and the wage differentials as found in the wage schedule of the employers. Whatever increase, if any, is given to the unskilled worker in his basic wage and dearness allowance, the same increase will be given to the workers in the higher categories also.

21. *Minimum Basic Wage for an unskilled worker* :—It was agreed that 1936 may be taken as the base year with index 100 and that the basic wage may be fixed for an index of 160 as suggested by the Central Pay Commission and the Fair Wages Committee, and that cost of living allowance (Dearness Allowance) may be granted for the increased cost of living. There was a long discussion in regard to the minimum basic wage and some members wanted time to consider the implications. Figures were worked out in regard to the expenses of an average family for an index of 160 (base 100 being for the year 1936) according to the suggestions made by members at the previous meeting.

According to Mr. Sundararaja Iyengar's suggestion, the basic cost of living for such a family for index 160 will be Rs. 41-4-8, working to Rs. 1-9-5 per day taking the month as 26 working days.

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According to the suggestions of Messrs. Rathnasabhapathy and Bagyanathan for an index of 160 this came to Rs. 27-12-5 per month or Rs. 1-1-1 per day.

According to the figures of the Family Budget Survey of K.G.F. workers made by the Labour Commissioner's Office in 1942, the cost of living raised to index number 160, came to Rs. 24-5-9 (or Rs. 25-4-8 allowing for some extras) and this works to Re. 0-15-0 or Re. 0-15-7 as the case may be per day. Adding one anna per rupee on account of Provident Fund this will amount to Re. 1-0-0 or Rs. 1-0-7.

These figures derived from the 1942 Family Budget Survey were considered by all the members other than the representatives of labour, as giving a fairly accurate position of the cost of living of an average worker's family in K.G.F. for the base year. The Chairman made a tentative suggestion that it would appear from these figures that Rupee one per day would be a fair and reasonable minimum basic wage for an unskilled surface worker *i.e.*, an increase of Re. 0-3-0 per day on the present basic wage and that three annas increase may be given to all categories of workers. This would mean an increase in the Wage Bill of the companies to the extent roughly about 10 lakhs of rupees after deducting the Attendance Bonus which is being paid now.

The employer's representatives wanted time to consider the financial implications of this suggestion and also to consider what alternative suggestion they would propose. Messrs. Sundararaja Iyengar and Bagyanathan also wanted time to consider the matter from the point of view of labour. They all said they would be ready with their proposals by the next meeting.

22. *Dearness Allowance* :—At present a dearness allowance of Rs. 22 is being paid. Besides this, the cash value of subsidized rationed food given to the employees is stated to be Rs. 2-9-9. In effect, each employee gets a dearness allowance of Rs. 24-9-9. In the statement of the Lobour Associations a dearness allowance on a par with that granted by the Central Government is claimed. According to the Central Pay Commission Report the minimum dearness allowance at an index of 260 was fixed at Rs. 25. Granting that for an index of 300, the dearness allowance may go up to Rs. 35 for the Central Government employees, it was the opinion of the members that the dearness allowance paid at present is fair and reasonable for a local area like the Kolar Gold Field. Messrs. Sundararaja Iyengar and Bagyanathan wanted time to consider this matter also.

It was agreed that the next meeting may be held at the Labour Commissioner's Office, Bangalore, on the 23rd January 1950 at 12 NOON and that definite decisions may be arrived at on these points on that day.

Read and Confirmed.

C. SUBRAHMANYA AIYAR,
Chairman,
K.G.F. Wage Committee.

Bangalore,
23rd January 1950

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PROCEEDINGS OF THE TENTH MEETING OF THE K.G.F. MINIMUM WAGE COMMITTEE HELD AT THE LABOUR COMMISSIONER'S OFFICE ON THE 23RD JANUARY 1950.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. *Mushir-ul-Mulk* Janab Mohamed Imam, B.A., B.L.
3. Sri L. Sundararaja Iyengar.
4. Sri S. O. Bagyanathan.
5. Mr. Peter Best.
6. Mr. T. Williams

Secretary.—Sri T. Sadasivaya.

Absent.

1. Sri V. Venkatappa.
2. Sri Rathnasabhapathy.
3. Mr. H. J. Skinner.

Copies of the main portion of the draft report had been sent to the members. This was read through.

Overtime.—The Committee is of opinion that the overtime should be 1½ times the basic wage and proportionate dearness allowance to the actual time worked at the normal rate be added on to it.

Messrs. Sundararaja Iyengar and Bagyanathan are for overtime being twice the basic wage and dearness allowance taken together.

Read and Confirmed.

C. SUBRAHMANYA AIYAR,
Chairman.

4-2-1950.

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PROCEEDINGS OF THE ELEVENTH MEETING OF THE K.G.F. MINIMUM WAGE COMMITTEE HELD AT THE LABOUR COMMISSIONER'S OFFICE ON THE 24TH JANUARY 1950.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. *Mushir-ul-Mulk* Janab Mohamed Imam, B.A., B.L.
3. Sri V. Venkatappa.
4. Sri L. Sundararaja Iyengar.
5. Sri S. O. Bagyanathan.
6. Mr. Peter Best.
7. Mr. T. Williams.

Secretary.—Sri T. Sadasivaya.

Absent.

1. Sri Rathnasabhapathy.
2. Mr. H. J. Skinner.

In regard to the rates of Minimum Wage the Committee's conclusions were as follows :—

1. The minimum basic wage for an unskilled surface worker should be fixed at Re. 1 per day for an index number of 160. An increase of three annas per day should be given to all categories of workers.

2. The cost of living allowance (dearness allowance) may be fixed for the present at Rs. 22 per month. It may be paid at the rate of Rs. 22 per month to all employees.

3. The supply of essential commodities at concession rates to the workers may be continued, the cash value of such concession at present being Rs. 2-9-9. If the cash value of this concession decreases, the difference should be added on to the dearness allowance. The representatives of the employees are not agreeable to the rates mentioned above.

It was agreed that the next meeting may be held at Bangalore on the 4th February 1950 for signing the Report.

Read and Confirmed.

C. SUBRAHMANYA AIYAR,
Chairman.

4-2-1950.

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PROCEEDINGS OF THE TWELFTH MEETING OF THE K.G.F. MINIMUM WAGE COMMITTEE HELD AT THE LABOUR COMMISSIONER'S OFFICE, BANGALORE ON 4TH FEBRUARY 1950.

Members Present.

1. *Rajadharmaprasakta* Sri C. Subrahmanya Aiyar, B.A., B.L. (*Chairman*).

Members.

2. Sri V. Venkatappa.
3. Sri L. Sundararaja Iyengar.
4. Sri Rathnasabhapathy.
5. Sri S. O. Bagyanathan.
6. Mr. Peter Best.
7. Mr. T. Williams.
8. Mr. H. J. Skinner.

Absent.

Mushir-ul-Mulk Janab Mohamed Imam, B.A., B.L.

The report of the Committee prepared by the Chairman and also the dissenting notes of Messrs. Sundararaja Iyengar, Rathnasabhapathy and Bagyanathan were gone through. The report was signed by the members. Janab Mohamed Imam could not sign the report as he was not present. But after perusal of the draft report he had informed the Chairman that he approved of it. A copy of the report has been sent to him and his letter is awaited.

The Representatives of the employers and the Representatives of employees and Mr. Venkatappa desire to place on record their high appreciation of the work of the Chairman in the conduct of this enquiry and the deliberations of the Committee and in the drafting of the report.

C. SUBRAHMANYA AIYAR,
Chairman.

4-2-1950.

APPENDIX III.

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STATEMENT SUBMITTED BY THE NANDYDROOG MINE LABOUR ASSOCIATION

TO

THE KOLAR GOLD FIELDS MINIMUM WAGE BOARD.

I. A Brief Survey of the History of Labour in Kolar Gold Fields.

About sixty years ago, various Gold Mining Companies began their operations in Kolar Gold Fields. The Mining pioneers found it extremely difficult to recruit labour. People of the neighbouring villages stoutly refused to get themselves engaged as Mining labour, though they were offered good wages. So the Mining companies had to send their agents to Tamilnad and Malabar to recruit labour. Partly due to love of enterprise and partly allured by the promises of these Agents, hefty Tamilians and Malayalies came to Gold Fields and got employed under the Mining Companies. These workmen were the predecessors of the present Mining labourers, who are comparatively physically weaker and are suffering from debilitating diseases, as Tuberculosis and Silicosis; as a consequence of working in unnatural environments. The first workers, of course, were paid good wages to keep them on to the Fields.

For the first two decades, the Mining Companies which were not under one common management and due to paucity of labour, on the whole, were paying their skilled workmen very fair wages. Most of the pioneer Mining Engineers were large-hearted men who took a lively interest in the well-being of the workers.

During the next decade, many Mining Companies ceased their operations and only five of them survived. These were brought under a common management and much consolidation work was done thereafter, for the healthy growth of the Mining Companies, but virtual exploitation of the labour for the benefit of the Mining Companies, began from that period.

After the Great War, thanks to un-employment people from far and wide came flocking to the Fields, seeking employment. Supply of labour was more than the demand. The keen Mining Management was not slow to take advantage of this position. New labourers were employed on very low wages, avarice of the mining contractors got whetted and unskilled labour was ground for profit.

This ended in the historic strike of 1929, which forced the contractors to the position of glorified Foremen. But disorganised as the labour was, the Mining Companies made huge profits, but wages of the workers did not improve. The inadequacy of the labourers income gave the Money-lenders a fruitful chance to pile their fortune. The World War II found the K.G.F. workers in economic distress and mounting cost of living since 1942 worsened their condition. It is a sad commentary on the Mining Management that the organised labour had to put up a stiff fight for every little material gain from 1942.

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II. Present Economic Position of Labour in Kolar Gold Fields.

The Labour Associations in K.G.F. had to focus their activities in ameliorating the economic condition of labour, 80 per cent of the workers do not have a house of their own or an inch of land in any part of India. The average indebtedness of a worker is about Rs. 200. To redeem the worker from the economic limbo, which he is in, he must be allowed a monthly minimum income, which will meet all the expenses as shown in Appendix I.

III. Proposals on the Fixation of Wages.

Appendix II—(*a*) Daily Wages.

(*b*) Monthly-rated Employees.

Dearness Allowance.—

Every employee should be given dearness allowance on par with the employees of the Government of India.

IV. Work-Load.

The workers have been underfed for the past 7 years. This is not the opportune moment to impose any work-load. In many departments, it is virtually impossible to fix any work-load. Any arbitrary imposition of work-load may lead to harassement of workers by their bosses and consequent unrest.

Special Allowance to Welders.

As welding causes slow injury to the eyes of the welder, he must be given a special allowance of Rs. 10 a month as a compensation.

Highest Remuneration.

No employee of the mines may receive a monthly remuneration of more than five hundred rupees except when he is an expert. But a foreigner may receive a monthly overseas pay which should not exceed five hundred rupees.

Sickness Insurance.

Any employee on being treated for any sickness, injury or indisposition in the Company's hospital or any Government Hospital shall be entitled to receive Sickness pay for the period of such medical treatment, irrespective of the fact that he is entitled to receive compensation for injury.

If an employee is unfitted owing to Silicosis or Tuberculosis, he must be paid an amount equal to 180 days' wages for further treatment of the disease in addition to the compensation.

Service Pay.

Employees on terminating or being forced to terminate their services shall be entitled to receive one month's pay for every year of service with any of these mining companies or auxiliary establishments. For the calculation of the service pay only the last month's pay is to be considered.

Provident Fund. 3/6

Every employee must be made to contribute 10 per cent of his monthly earnings to the Provident Fund and the employer must contribute an equal sum to the fund which is to be paid to the employee when he terminated his services or his services are terminated with.

Payment on Cessation of Employment.

Notwithstanding any provision in the standing orders, service pay rules or Provident Fund rules, every employee on terminating his services or being forced to terminate his services for any reason, shall be paid his Provident Fund Contribution, both by himself and by the employer, Service Pay, Privilege Leave pay, Dress Allowance and any other allowance or bonus that amount can be expressed in terms of money, within 15 days from the day of termination and on his death or insanity or disappearance all such monies shall be paid to his nominee or dependants.

Privilege Leave.

In addition to the days granted as Privilege Leave the underground worker should get 9 days' paid casual leave and the Surface worker 7 days' paid casual leave.

An underground worker earns his privilege leave and paid casual leave, if he works 240 days during the previous year and a Surface worker 250 days.

Working Hours.

Working hours of the mine worker should be reduced to six hours per shift.

Contract System.

Contract system should be abolished forthwith.

Holidays With Pay.

General :

Christmas.
Pongal.
May Day.
Hindus—All existing Holidays.
Onum—Malayalies only.
Good Friday—Christians only.
Muslims—All existing Holidays.

In granting the above holidays, underground worker and surface worker should be treated alike.

Changes in Standing Orders.

Notwithstanding any provision in the standing orders, no employee is to be punished before the charges against him being substantiated before a committee consisting of the representatives of the employer, employee and the Labour Department.

No employee should be discharged by the employer without assigning any reason. If an employee is tried in a court of law for

theft or meddling with company's property and is acquitted, he should be reinstated unconditionally.

Share in the Profits.

Unless the employees are assured of a share in the profits of the mine they will not be interested in increasing the production. During the pre-war years the mining companies made enormous profits and the workers grudgingly looked on. During the war and after, the price of gold increased five-fold but the only party that benefited by this rise is the Government. Employees were not treated fairly. This unfair state of affair must cease. The employees, employer and the Government should have equitable share in the profit.

Technical Schools.

A Technical school must be established on every mine to teach the mining employees, technic of mine works.

APPENDIX I.

Monthly expenses of typical unskilled labourers' family of six members.

Food	*Ration*	*Need*	*Cost* Rs. a. p.
Grains—Rice or Wheat (Purchased at Ration Stall).	36 seers	45 seers	11 12 0
Ragi ...	9 ,,	30 ,,	
Purchase from the Black market—Rice ...			10 2 0
Ragi ...			10 8 0
Jaggery 4 viss required ...			4 0 0
Coffee 1½ lbs. ...			3 6 0
Milk and curds ...			6 0 0
Dhall 4 seers ...			2 12 0
Blackgram dhal ½ seer ...			0 12 0
Gingelly oil 4 bottles ...			4 10 0
Cocoanut oil ...			0 8 0
Soapnut powder ...			0 8 0
Chillies 1 viss ...			3 2 0
Tamarind ½ viss ...			0 8 0
Salt 3 seers ...			0 6 0
Onions and other condiments			5 0 0
Vegetables including cocoanuts			9 0 0
Meat, fish or eggs ...			8 0 0
Fuel and lighting ...			10 0 0
Washing and dhobi ...			3 0 0
House rent ...			5 0 0
Average monthly expenses on clothing			5 0 0
Posts, furniture, travelling, education, medical treatment and sundries.			5 0 0
Saving for marriages, festivals and other ceremonies.			5 0 0
Entertainment and other conveniences			5 0 0
		Total ...	118 14 0

APPENDIX II (a).

Wages.

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Every adult daily-rated employee should be paid daily minimum wages of Rs. 1-8-0. In addition to this Basic Wages, workmen may earn, Attendance, Bonus, Skilled or Semi-skilled workmen's pay, Rank pay, Risk pay, Health pay, Night-shift allowance or any other special wages according to the nature of their work. The proposed wages schedule is appended hereto.

Periodical Increment.

Every employee should get an annual increase in his pay at the rate of 10 per cent of his or her minimum grade pay.

When these new wage-rules are enforced every employee should get such amount of money as daily wages or monthly salary if these rules were in force on the first day of his appointment. But under no circumstances the wages or salary of an employee be reduced.

Over-Time.

Every hour worked over-time or on a holiday must be accounted as two hours for the sake of payment.

Night-shift Allowance.

Every employee should get an addition of annas two (0-2-0) to his daily wages for night-shift work.

Dress Allowance.

Surface workers should be given an annual dress allowance of Rs. 15 and underground workers Rs. 20.

Housing.

All employees should be provided with wholesome houses. In case an employee is not provided with a house, he must be given a house-rent allowance amounting to 12½ per cent of his monthly pay.

Production Bonus.

Production bonus must be paid to a worker in proportion to the number of days worked in the month, irrespective of his earning attendance bonus.

Scavenging Allowance.

Scavengers should be given in addition to their pay, a monthly allowance of Rs. 10 each.

APPENDIX II(b).

Minimum salaries of monthly-rated employees. 313

	Occupation and Departments.	*Minimum monthly salary.*
		Rs.
1.	Peons	45
2.	Junior Clerks (General Office), Head peons, Disc clerks (underground section), Gate clerks, Sub-Overseers (Sanitary Department), Junior contract clerks (underground section).	65
3.	III Grade clerks and Typists, Contract senior clerks (underground section), Tracers (Engineering Department), II Grade Assistant Overseers (Sanitary Department).	90
4.	II Grade clerks and Typists (General Office), Assistant Draftsman and A.C.P. Operators (Engineering Department), I Grade Assistant Sanitary Overseers (Sanitary Department), Technical Assistants, (underground section, Survey, Underground Engineering, Surface Engineering), Weigh bridge clerks, (underground Department), Technical Assistants (Metallurgical Department), Weigh bridge clerks (Metallurgical Department).	130
5.	I Grade clerks, and Typists (General Office), II Grade Draftsmen (Survey), (Engineering Department), Sanitary Overseers, (Sanitary Department), II Grade Foremen (underground Department), Sample Foremen (Survey), II Grade Foremen (underground Engineering Department), II Grade Foremen and Shaft Chargemen (Surface and underground Departments), Assistant Assayers and II Grade Foremen (Metallurgical Department).	170
6.	Head Section clerks (General Office), Head clerk (underground Time Office), I Grade Draftsmen (Survey), Head clerks (Metallurgical Department), Head clerks and I Grade Draftsmen (Engineering Department), Chief Sanitary Overseers (Sanitary Department), I Grade Foremen (underground Department), Survey Assistants (Survey), Engineering Assistants (underground Engineering Department), I Grade Foremen and Engineer Assistants (Surface and underground Departments), Metallurgical Assistants and I Grade Foremen (Metallurgical).	250

Daily Wages Schedule.

Departments	Minimum Wages per Diem		Attendance Bonus	Rank Pay	Skilled (workmen's) (Artisans') Pay	Semi-skilled Workmen's Pay	Risk Pay	Health Pay	Heavy Work Pay	Night Shift Allowance	Special Bonus or Allowance
	Permanent	Temporary (dearness)									
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Sanitary Surface—											
Sweeper—Male	1 8 0	...	...	...	...	...	...	...	...	...	*
Female	1 8 0	...	...	...	...	...	...	...	...	...	...
Boys	1 4 0	...	...	...	...	...	...	...	...	...	...
Maistry	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...
2. Sanitary Building—											
Concrete moulding men ... ... (Masons and other labourers to be paid as in Eng. Dept.)	1 8 0	...	...	...	0 8 0	...	...	...	...	...	...
3. General Sur. Labrs.—											
Trammers and other labourers ...	1 8 0	...	...	...	...	...	...	...	...	...	...
Boys	1 4 0	...	...	...	...	...	...	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...
Head-Maistries	1 8 0	...	...	2 0 0	...	...	...	...	...	...	...
Foremen	1 8 0	...	...	3 8 0	...	...	...	...	...	...	...
4. Drivers—											
Motor Transport to be paid monthly. (Monthly pay of Rs. 100 and Dearness Allowance).	...	...	...	...	...	...	...	...	...	...	‡
5. Engineering Workshops—											
1. Black-smiths I grade ...	1 8 0	...	...	...	3 8 0	...	...	...	...	...	...
II grade ...	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...
III grade must be abolished.											
2. Moulders	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...
3. Fitters	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...

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4. Machinists	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...	...
5. Carpenters	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...	...
6. Platers	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...	...
7. Boiler-Smiths	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...	...
8. Hand-Jumper Smiths	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...	...
Welders	1 8 0	...	...	...	2 0 0	...	...	10 0 0 for injury to eyes.	...	...	...	...
Tinkers	1 8 0	...	...	...	1 0 0	...	...	...	...	...	...	...
Sawyers	1 8 0	...	...	...	1 4 0	...	...	...	...	...	...	...
Painter and Polishers	1 8 0	...	...	...	1 0 0	...	...	...	...	...	...	...
Saw-Sharpeners	1 8 0	...	...	...	0 8 0	...	...	...	...	...	...	...
Hammer-men	1 8 0	...	...	...	1 0 0	...	...	...	1 0 0	...	...	...
Craft-men Assts.	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...	...
Work-shop Maistries	1 8 0	...	...	1 0 0	3 8 0	...	...	...	...	...	...	...
6. Pipe Fitters—												
I grade	1 8 0	...	...	0 8 0	1 8 0	...	...	...	...	...	...	...
II grade	1 8 0	...	...	...	1 0 0	...	...	...	...	...	...	...
Out-door fitter Maistries	1 8 0	...	...	2 0 0	3 8 0	...	...	...	...	...	...	...
Out-door fitter	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...	...
Masons	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...	...
7. Hoisting (Surface)—												
Drivers I grade	1 8 0	...	...	...	3 8 0	...	...	...	...	...	...	...
II grade	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...	...
III grade	1 8 0	...	...	...	1 8 0	...	...	...	...	...	...	...
Brakes-men	1 8 0	...	...	...	...	1 0 0	...	...	...	...	...	...
Oilers and Cleaners	1 8 0	...	...	...	...	0 8 0	...	...	...	...	...	...
8. Machinery and attendants	1 8 0	...	...	...	1 8 0	1 0 0	...	...	...	...	...	...
Air Condition Plant Attenders	1 8 0	...	...	...	...	0 12 0	...	...	...	...	...	...
Converter sets	1 8 0	...	...	...	...	...	...	...	...	...	...	...
Electric Fans, Motors, Pumps, Crane Operators and Battery charge Attenders.	1 8 0	...	...	...	...	0 8 0	...	...	...	...	...	...

*Rs. 10 0-0 as monthly scavenging allowance.
†Uniforms to be supplied.

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Daily Wages Schedule—*contd.*

Departments	Minimum wages per Diem: Permanent	Minimum wages per Diem: Temporary (dearness)	Attendance bonus	Rank pay	Skilled (Workmen's) (Artisans') pay	Semi-skilled workmen's pay	Risk pay	Health pay	Heavy work pay	Night shift allowance	Special bonus or allowance
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	
9. U/G Engineering—											
Fitters I grade ...	1 8 0	...	...	...	3 8 0	...	0 4 0	...	...	...	...
II grade ...	1 8 0	...	...	...	2 8 0	...	0 4 0	...	...	...	...
Hoisting Winding—											
Drivers I grade ...	1 8 0	...	...	...	5 4 0	...	0 4 0	...	...	...	...
II grade ...	1 8 0	...	...	...	1 12 0	...	0 4 0	...	...	...	...
III grade ...	1 8 0	...	...	...	1 8 0	...	0 4 0	...	...	...	...
Brakes-men ...	1 8 0	...	...	...	...	0 12 0	0 4 0	...	...	...	...
Converter sets Attendants ...	1 8 0	...	...	...	...	1 0 0	0 4 0	...	...	...	...
Electric fans Motor and pumps ...	1 8 0	...	...	...	...	0 12 0	0 4 0	...	...	...	...
Craft-men Assistants ...	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
Other Labourers ...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
10. Metallurgical Department—											
Assay and Smelters Rooms:											
Head Furnace-men ...	1 8 0	...	...	1 0 0	1 8 0	...	...	...	...	...	...
Furnace-men I grade ...	1 8 0	...	...	0 8 0	1 0 0	...	...	...	...	...	...
II grade ...	1 8 0	...	...	...	1 0 0	...	...	...	...	...	...
Attendants ...	1 8 0	...	...	...	...	0 8 0	...	...	...	...	...
11. Stamp-mill and Tube-mill—											
Blanket-Operators ...	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...
Battery Shift men I grade	1 8 0	...	...	...	...	1 8 0	...	...	...	...	...
II grade	1 8 0	...	...	...	...	1 0 0	...	...	...	...	...
Assistants ...	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...
Cyanade-plant and Filter Maistries	1 8 0	...	...	1 8 0	...	...	...	...	...	...	...
Assistants ...	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...
Blanket Leaf ...	1 8 0	...	...	1 0 0	...	...	...	...	...	...	...

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Stitchers I grade	...	...	...	...	...	...	...	...	...	...	...	...	...	...
II grade	...	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...	...	...
III grade	...	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...	...	...
Collector Gang Labourers	...	1 8 0	...	...	...	...	...	...	...	...	...	...	...	...
12. Stores—														
Stores Issuers	...	1 8 0	...	...	...	...	1 0 0	...	...	...	...	...	...	...
Store-men I grade	...	1 8 0	...	...	0 4 0	...	0 8 0	...	...	...	...	...	...	...
II grade	...	1 8 0	...	...	...	...	0 8 0	...	...	...	...	...	...	...
Labourers	...	1 8 0	...	...	...	...	...	...	...	...	...	...	...	...
13. Surface-Contract—														
Picking-Floor and Bandi Push :														
Men and Women	...	1 8 0	...	...	...	...	...	...	...	...	...	...	...	...
Boys	...	1 4 0	...	...	...	...	...	...	...	...	...	...	...	...
Mill incline	...	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...	...	...
Picking Floor Maistries...	...	1 8 0	...	...	0 12 0	...	...	...	...	...	...	...	...	...
Do Head Maistries	...	1 8 0	...	...	1 8 0	...	...	...	...	...	...	...	...	...
Cyanade Labourers	...	1 8 0	...	...	...	...	...	...	...	...	...	...	...	...
Maistries	...	1 8 0	...	...	0 12 0	...	...	...	...	...	...	...	...	...
Head Maistries	...	1 8 0	...	...	1 8 0	...	...	...	...	...	...	...	...	...
14. Underground Survey—														
Head Maistries	...	1 8 0	...	...	2 4 0	...	...	0 4 0	...	...	...	...	...	...
Maistries	...	1 8 0	...	...	1 4 0	...	...	0 4 0	...	...	...	...	...	...
Lines-men	...	1 8 0	...	...	...	...	0 8 0	0 4 0	...	...	...	...	...	...
Samplers	...	1 9 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...	...	...
Labourers	...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	...	...
15. Underground Mining Department—														
Assistant Foremen II Grade	...	1 8 0	...	...	2 4 0	...	...	0 4 0	...	...	...	...	...	...
Shaft Control and signalling—														
Banks-men I grade	...	1 8 0	...	...	2 4 0	...	...	0 4 0	...	...	...	...	...	...
II grade	...	1 8 0	...	...	...	...	1 4 0	0 4 0	...	...	...	...	...	...
III grade to be abolished—														
Signal-men (Sur.) I grade	...	1 8 0	...	...	1 8 0	...	...	...	...	...	...	...	...	...
II grade	...	1 8 0	...	...	...	...	1 0 0	...	...	...	...	...	...	...
III grade to be abolished—														
Signal-men (U/G.) I grade	...	1 8 0	...	...	1 8 0	...	...	0 4 0	...	...	...	...	...	...
II grade	...	1 8 0	...	...	...	...	1 0 0	0 4 0	...	...	...	...	...	...

Daily Wages Schedule—*concld.*

Departments	Minimum Wages per Diem. Permanent.	Minimum Wages per Diem. Temporary (dearness)	Attendance Bonus	Rank Pay	Skilled (Workmen's) (Artisans') Pay.	Semi-skilled Workmen's Pay.	Risk Pay	Health Pay.	Heavy Work Pay.	Night Shift Allowance.	Special Bonus or Allowance.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
III grade to be abolished—											
Bell-men I grade	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
II grade	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
III grade	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
16. Loco Drivers and Small Hoist Drivers—	1 8 0	...	...	...	1 4 0	...	0 4 0	...	...	...	...
Tea-boys I grade	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
II grade	1 8 0	...	...	0 4 0	...	...	0 4 0	...	...	...	...
III grade	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Cage-guards	1 8 0	...	...	...	...	0 8 0	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
17. General Purposes—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Labourers	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
18. Shaft Sinking—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
Shaft Sinkers	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
19. Shaft Maintenance and Hoisting—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Shaft-men	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
20. Breaking Ground (Machine)—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Machine-men	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...

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21. Hand-Jumpers—																			
Head Maistries	...	...	1	8	0	..	...	1	0	0	...	...	0	4	0	...	...	...	...
Maistries	...	..	1	8	0	...	...	0	8	0	...	...	0	4	0	...	...	...	...
Hand-Jumper Men	...	...		†		...	...		...		...	...		...		...	...	...	...
22. Blasters—																			
Maistries	...	...	1	8	0	...	...		...		1	0	0	...	0	4	0	...	...	...	...
Blaster-Assistats	...	...	1	8	0	...	...		...			...	0	4	0	0	4	0	...	...	...	...
23. Pipe Fitting—																			
Head Maistries	...	...	1	8	0	...	...	1	4	0	...	...	0	4	0	...	...	...	...
Maistries	...	..	1	8	0	...	...	0	12	0	...	...	0	4	0	...	...	...	...
Asst. Labourers	...	...	1	8	0	..	...		...		...	...	0	4	0	...	...	...	...
24. Bell Fitting—																			
Foremen	...	...	1	8	0	...	...	1	0	0	2	12	0	...	0	4	0	...	...	...	...
Maistries	...	...	1	8	0	...	...		...		1	0	0	...	0	4	0	...	...	...	...
Assistants	...	...	1	8	0	...	...		...			...	0	4	0	0	4	0	...	...	...	...
25. Building—																			
Concreting, Jumper-supply, Packwalling, Plate-laying, Rail-setting, Timbering, Tramming, Unloading and all other unspecified :																			
Head Maistries	...	...	1	8	0	...	...	1	0	0	...		...		0	4	0	...	...	...	...
Maistries	...	...	1	8	0	...	...	0	8	0	...		...		0	4	0	...	...	...	...
Labourers	...	...	1	8	0	...	...		...		...		...		0	4	0	...	...	...	...
Masons I grade	...	...	1	8	0	...	...		...		3	8	0	...	0	4	0	...	...	...	...
II grade	...	...	1	8	0	...	...		...		2	8	0	...	0	4	0	...	...	...	...
Door Watchmen and Water Tap Watchmen.			1	8	0	...	...		...			...		...	0	4	0	...	...	...	...
Tool-room Attendants	...	...	1	8	0	...	...		...			...	0	4	0	0	4	0	...	...	...	...
26. Sanitation (U/G)—																			
Maistries	...	...	1	8	0	...	...	0	8	0	...		...		0	4	0	...	...	...	...
Labourers	...	...	1	8	0	...	...		...		...		...		0	4	0	...	...	...	...
27. Disc-clerks and Gate-clerks to be paid monthly.																			

* When they work in Sinks they are to be given an extra daily wages of 2 annas each.
† Piece-Work 14 annas to be paid for every foot of hole drilled.
‡ Rs. 10 Scavenging Allowance.

APPENDIX III(a).

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STATEMENT SUBMITTED BY THE OORGAUM MINES LABOUR ASSOCIATION

TO

THE KOLAR GOLD FIELDS MINIMUM WAGE BOARD.

I. A brief survey of the history of Labour in Kolar Gold Fields.

About sixty years ago, various Gold Mining Companies began their operations in Kolar Gold Fields. The Mining pioneers found it extremely difficult to recruit labour. People of the neighbouring villages stoutly refused to get themselves engaged as Mining Labour, though they were offered good wages. So the Mining Companies had to send their agents to Tamilnad and Malabar to recruit labour. Partly due to love of enterprise and partly allured by the promises of these agents, hefty Tamalians and Malayalies, came to Gold Fields and got employed under the Mining Companies. These workmen were the predecessors of the present Mining Labourers, who are comparatively physically weaker and are suffering from debilitating diseases, as Tuberculosis and Silicosis; as a consequence of working in unnatural environments. The first workers, of course, were paid good wages to keep them on to the Fields.

For the first two decades, the Mining Companies, which were not under one common management and due to paucity of labour, on the whole, were paying their skilled workmen very fair wages. Most of the pioneer Mining Engineers were large-hearted men, who took a lively interest in the well being of the workers.

During the next decade, many Mining Companies ceased their operations and only five of them survived. These were brought under a common management and much consolidation work was done, thereafter, for the healthy growth of the Mining Companies, but virtual exploitation of the labour for the benefit of the Mining Companies, began from that period.

After the Great War, thanks to unemployment, people from far and wide came flocking to the Fields, seeking employment. Supply of labour was more than the demand. The keen Mining management was not slow to take advantage of this position. New labourers were employed on very low wages, avarice of the Mining contractors got whetted and unskilled labour was ground for profit. This ended in the historic strike of 1929, which forced the contractors to the position of glorified Foremen. But disorganised as the labour was, the Mining Companies made huge profits, but wages of the workers did not improve. The inadequacy of the labourer's income gave the moneylenders a fruitful chance to pile their fortune. The World War II found the K.G.F. workers in economic distress and mounting cost of living since 1942 worsened their condition. It is a sad commentary on the Mining management that the organised labour had to put up a stiff fight for every little material gain from 1942.

II. Present economic position of Labour in K.G.F.

The Labour Association in K.G.F. had to focus their activities in ameliorating the economic condition of labour. Eighty per cent of the workers do not have a house of their own or an inch of land in any part of India. The average indebtedness of a worker is about

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Rs. 200. To redeem the worker from the economic limbo, which he is in, he must be allowed a monthly minimum income, which will meet all the expenses as shown in Appendix I.

III. Proposals on the Fixation of Wages.

Every adult daily rated employee should be paid daily minimum wage of Rs. 1-8-0. In addition to this Basic wages, workmen may earn, Attendance bonus, Skilled or semi-Skilled workmen's pay, Rank pay, Risk pay, Health pay, Night allowance or any other special wages according to the nature of their works. The proposed wages schedule is appended hereto. [Appendix II (*a*) and (*b*)].

Periodical Increment.

Every employee should get an annual increase in his pay at the rate of 10 per cent of his or her minimum grade pay.

When these new wage-rules are enforced every employee should get much amount of money as daily wages or monthly salary if these rules were in force on the first day of his appointment. But under no circumstances the wages or salary of an employee be reduced.

Dearness Allowance.

Every employee should be given dearness allowance on par with the employees of the Government of India.

Over Time.

Every hour worked over-time or on a holiday must be accounted as two hours for the sake of payment.

Night Shift Allowance.

Every employee should get an addition of annas two (Re. 0-2-0) to his daily wages for night shift work.

Dress Allowance.

Surface workers should be given an annual dress allowance of Rs. 15 and underground worker Rs. 20.

Housing.

All employees should be provided with wholesome houses. In case an employee is not provided with a house, he must be given a house rent allowance amounting to Rs. 12½ per cent of his monthly pay.

Scavenging Allowance.

Scavengers should be given in addition to their pay a monthly allowance of Rs. 10 each.

Special Allowance.

As welding causes slow injury to the eyes of the welder, he must be given a special allowance of Rs. 10 a month as compensation.

The workmen employed at the Mill are subject to strain their ear-drums due to tremendous and continuous noise, which ultimately makes them deaf. The men at the Cyanide are subject to actually come in contact with acids and their gasses, which are injurious to health, should be paid Rs. 10 a month as compensation.

Sickness Insurance.

Any employee on being treated for any sickness, injury or indisposition in the Company's hospital or any Government hospital

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shall be entitled to receive sickness pay for the period of such medical treatment, irrespective of the fact that he is entitled to receive compensation for injury.

If an employee is unfitted owing to Silicosis or Tuberculosis, he must be paid an amount equal to 180 days wages for further treatment of the disease in addition to the compensation.

Service Pay.

Employees on terminating or being forced to terminate their services shall be entitled to receive one month's pay for every year of service with any of these Mining Companies or auxiliary establishments. For the calculation of the service pay, only the last month's pay is to be considered.

Provident Fund.

Every employee must be made to contribute 10 per cent of his monthly earnings to the Provident Fund and the employer must contribute an equal sum to the Fund, which is to be paid to the employee when he terminates his services or his services terminated.

Privilege Leave.

In addition to the days granted as privilege leave, the underground worker should get 9 days' paid casual leave and the surface worker 7 days' paid casual leave a year.

An underground worker earns his privilege leave and paid casual leave, if he works 240 days during the previous year and a surface worker 250 days.

Working Hours.

Underground working hours of the Mine worker should be reduced to 6 hours per shift.

Surface worker employed on shift works, should be given 6 hours shift duties.

Holidays With Pay.

General,	Christmas	Hindu	All existing holidays.
	Pongal		
	May Day	Onum	(Malayalies only)
		Muslims	All existing holidays.

In granting the above holidays underground worker and surface worker should be treated alike.

Share in Profits.

Unless the employees are assured of a share in the profits of the Mine, they will not be interested in increasing the production. During the pre-war years, the Mining Companies made enormous profits and workers grudgingly looked on. During the War and after, the price of gold increased five-fold but the only party that benefitted by this rise is the Government. Employees were not treated fairly. This unfair state of affairs must cease. The employees, employer and the Government should have equitable share in the profits.

IV. Work Load.

The workers have been underfed for the past 7 years. This is not the opportune moment to impose any work load. In many departments, it is virtually impossible to fix any work load. Any arbitory imposition of work load may lead to harassment of worker by their bosses and consequent unrest.

V. Fathom Bonus.

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The present system is, that the fathom bonus is paid to a worker if he has earned attendance bonus also; otherwise not paid. Since he becomes genuinely eligible having toiled, this should be paid even though he does not earn attendance bonus.

APPENDIX I.

Monthly Expenses of a Typical Unskilled Labourer's Family of six members.

Food.

Grains, Rice or Wheat, Ragi (Purchased at Ration Depot) ... ... Rice 36 seers.
Ragi 9 „

The cost for the above Rs. 11 12 0

Additional.

	Rs.	a.	p.
Purchase from Black Market, Rice 9 seers ...	10	2	0
Ragi 21 seers ...	10	8	0
Jaggery 4 viss	4	0	0
Coffee 1½ lbs.	3	6	0
Milk and Curds	6	0	0
Dhal 4 seers	2	12	0
Black Gram Dhal ½ seer	0	12	0
Gingelly Oil 4 bots.	4	10	0
Cocoanut Oil	0	8	0
Soap Nut Powder	0	8	0
Chillies 1 viss	3	2	0
Tamarind ½ viss	0	8	0
Salt 3 seers	0	6	0
Onions and other condiments	5	0	0
Vegetables including Cocoanuts	9	0	0
Meat, Fish or Eggs	8	0	0
Fuel and Lighting	10	0	0
Washing and Dhobi	3	0	0
House Rent	5	0	0
Average monthly expenses on clothing ...	5	0	0
Pots, Furniture, Travelling, Education, Medical treatment and sundries. ...	5	0	0
Savings for Marriages, Festivals and other Ceremonies	5	0	0
Entertainments and other conveniences ...	5	0	0
Total ...	118	14	0

APPENDIX II(*a*).

Department	Minimum wages per diem		Attendance bonus	Rank pay	Skilled Workmen's Artizan's pay	Semi-skilled Workmen's pay	Risk pay	Health pay	Heavy work pay	Night shift allowance	Special bonus or allowance
	Permanent	Temporary (dearness)									
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Sanitary—Surface—											
Sweepers, Male ...	1 8 0	...	...	...	...	...	...	...	...	...	*
Sweepers, Female ...	1 8 0	...	...	...	...	...	...	...	...	...	...
Sweepers, Boys ...	1 4 0	...	...	...	...	...	...	...	...	...	...
Sweepers, Maistries, ...	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...
SweepersC, art Drivers ...	1 8 0	...	...	...	...	...	...	...	...	...	...
Sanitary—Building—											
Concrete Moulding Men ...	1 8 0	...	...	...	0 8 0	...	...	...	...	...	...
Masons and other labourers to be paid as in Engineering Department.	...	...	...	...	...	...	...	...	...	...	...
General Surface Labourer—											
Trammers and other labourers ...	1 8 0	...	...	...	...	...	...	...	...	...	...
Do Boys ...	1 4 0	...	...	...	...	...	...	...	...	...	...
Do Maistries ...	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...
Head Maistries ...	1 8 0	...	...	2 0 0	...	...	...	...	...	...	...
Foreman ...	1 8 0	...	...	3 8 0	...	...	...	...	...	...	...
Drivers—											
Motor Transport to be paid monthly ...	...	...	...	...	...	...	...	...	...	...	...
Monthly pay of Rs. 100 and Dearness Allowance.	...	...	...	...	...	...	...	...	...	...	...
Loco Driver ...	1 8 0	...	...	...	...	...	...	...	...	...	...
Engineering Workshops—											
1. Blacksmiths, I Grade ...	1 8 0	...	...	...	3 8 0	...	...	...	...	...	...
Do II Grade ...	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...
Do III Grade must be abolished.	...	...	To be given when qualified	...	...	...	...	...	...	...	...
2. Moulders ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
3. Fitters ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
4. Mechanists ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...

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APPENDIX II(*a*)—*contd.*

Department	Minimum wages per diem: Permanent	Minimum wages per diem: Temporary (dearness)	Attendance bonus	Rank pay	Skilled workmen's Artizan's pay	Semi-skilled workmen's pay	Risk pay	Health pay	Heavy work pay	Night shift allowance	Special bonus or allowance
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Underground Engineering—(*contd.*)—											
Brakesmen ...	1 8 0	...	...	...	...	0 12 0	0 4 0	...	...	...	...
Consertor sets attendants	1 8 0	...	...	...	...	1 0 0	0 4 0	...	...	...	...
Electric fans, motor and pumps	1 8 0	...	...	..	..	0 12 0	0 4 0	...	...	...	...
Craftsmen Assistants ...	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
Other labourers ..	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Metallurgical Department—											
Assay and Smelting rooms—											
Head furnishman ...	1 8 0	...	...	1 0 0	1 8 0	...	...	...	...	...	...
Survey man, 1st Grade ...	1 8 0	...	...	0 8 0	1 0 0	...	...	...	...	...	...
Survey man, 2nd Grade ...	1 8 0	...	...	...	1 0 0	...	...	...	...	...	...
Attendants ...	1 8 0	...	...	...	...	0 8 0	...	...	...	...	...
Small Mill and Tube Mill—											
Blanket Operations ...	1 8 0	...	...	...	2 8 0	...	..	...	...	...	...
Battery Shiftmen, 1st Grade...	1 8 0	..	...	...	...	1 8 0	...	...	...	...	...
,, ,, 2nd Grade	1 8 0	...	...	...	...	1 0 0	...	...	...	...	...
Assistants ...	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...
Blanket and Leaf Stitchers—											
1st Grade ...	1 8 0	...	...	1 0 0	...	...	...	...	...	...	...
2nd ,, ...	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...
3rd ,, ...	1 8 0	...	...	...	...	0 4 0	..	...	...	...	...
Collector Gang labour ...	1 8 0	...	...	...	...	...	...	...	...	...	...
Cyanide Plant Fitter Maistry	1 8 0	...	...	1 8 0	...	0 4 0	...	...	...	...	...
Assistants ...	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...
Stores—											
Store Issues ...	1 8 0	...	...	...	...	1 0 0	...	...	...	...	...
Storemen, 1st Grade ...	1 8 0	...	...	0 4 0	...	1 8 0	..	...	...	...	...
,, 2nd ,, ..	1 8 0	...	...	...	...	0 8 0	...	...	...	...	...
Labourers ...	1 8 0	...	...	...	...	...	...	...	...	...	...

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APPENDIX II(*a*)—*concld.*

Department	Minimum Wages per diem		Attendance bonus	Rank pay	Skilled Workmen's Artizan's pay	Semi-skilled workmen's pay	Risk pay	Health pay	Heavy work pay	Night Shift allowance	Special Bonus or allowance
	Permanent	Temporary (dearness)									
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Loco Drivers and Small hoisting Drivers.	1 8 0	...	...	...	1 4 0	...	0 4 0	...	...	...	...
Tea Boys, 1st Grade	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
2nd Grade	1 8 0	...	...	0 4 0	...	...	0 4 0	...	...	...	...
3rd Grade	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Cage Guards	1 8 0	...	...	...	...	0 8 0	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
General Purpose—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Labourers	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Shaft Sinking—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
Shaft Sinkers	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
Shaft Maintenance and Hoisting—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Shaft man	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Breaking Ground Machines—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Machinemen	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
....	When they work in Sinks they are to be given extra daily wages As. 2 each.										
Hand Jumper—											
Head Maistry	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistry	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Hand Jumpermen	Piece-work Re. 0-14-0 to be paid for every four of hole drilled.										

Blasters—												
Maistry	1 8 0	...	...	...	1 0 0	...	0 4 0	...	...	...	...	
Assistants	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...	
Bell Fitting—												
Foreman	1 8 0	...	...	1 0 0	2 12 0	...	0 4 0	...	...	...	...	
Maistries	1 8 0	...	...	...	1 0 0	...	0 4 0	...	...	...	...	
Assistants	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...	
Pipe Fitting—												
Head Maistries	1 8 0	...	...	1 4 0	...	...	0 4 0	...	...	...	...	
Maistry	1 8 0	...	...	1 12 0	..	...	0 4 0	...	...	...	...	
Labourers	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	
Building concreting, Jumper supply, Packwalling, Plate laying, Rail setting, Timber and unloading and all other unspecified—												
Head Maistry	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...	
Maistry	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...	
Labourer	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	
Masons—												
1st Grade	1 8 0	...	...	...	3 8 0	...	0 4 0	...	...	...	...	
2nd Grade	1 8 0	...	...	...	2 8 0	...	0 4 0	...	...	...	...	
Door Watchman—												
Water Tap Watchman	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	
Tool Room Attendant	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	..	...	
Sanitation—												
Underground Maistry	1 8 0	...	...	0 8 0	....	...	0 4 0	Rs. 10 scavenging allowance				
Labourer	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	
Disc Clerks and Gate Clerks to be paid monthly.	...	...	...	...	...	...	...					

APPENDIX II (b).

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MINIMUM SALARIES OF MONTHLY RATED EMPLOYEES.

	Occupation and Departments	*Minimum Monthly Salary.* Rs. a. p.
1.	Peons	45 0 0
2.	Junior Clerks (General Office), Head Peons, Disc Clerks (underground Section), Gate Clerks, Sub-Overseers (Sanitary Department), Junior Contract Clerks (underground Section).	65 0 0
3.	III Grade Clerks and Typists, Contract Senior Clerks (underground Section), Tracers (Engineering Department), II Grade Assistant Overseers (Sanitary Department).	90 0 0
4.	II Grade Clerks and Typists (General Office), Assistant Draftsman and A.C.P. Operators (Engineering Department), I Grade Assistant Sanitary Overseers (Sanitary Department), Technical Assistants (underground Section, Survey, underground Engineering, Surface Engineering), Weighbridge Clerks (underground Department), Technical Assistant (Metallurgical), Weighbridge Clerks (Metallurgical).	130 0 0
5.	I Grade Clerks and Typists (General Office), II Grade Draftsman (Survey), II Grade Engineering Draftsman (Engineering Department), Sanitary Overseers (Sanitary Department), II Grade Foreman (underground Department), Sample Foreman (underground Engineering Department), II Grade Foreman (underground Engineering Department), II Grade Foreman and Shaft Chargeman (Survey Department and underground), Assistant Assayers and II Grade Foreman (Metallurgical Department).	170 0 0
6.	Head Section Clerks (General Office), Head Clerks (General Office), Head Clerks (underground Time Office), I Grade Draftsman Head Clerks (Engineering Department), I Grade Draftsman (Survey), Chief Sanitary Overseers (Sanitary Department), I Grade Foreman (underground Department), Survey Assistants (Survey), Engineering Assistants (underground Department), I Grade Foreman and Engineering Assistants (Surface and underground Department), Metallurgical Assistants and I Grade Foreman (Metallurgical Department).	250 0 0

DEARNESS ALLOWANCE.

Every monthly rated employee must get every month Rs. 30 or 20 per cent of his monthly salary whichever is more as Dearness Allowance.

Dearness Allowance should be par with the allowance paid by the Government of India.

APPENDIX III(b).

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STATEMENT SUBMITTED BY THE CHAMPION REEF MINE LABOUR ASSOCIATION, K. G. F.

TO

THE KOLAR GOLD FIELDS MINIMUM WAGE BOARD.

I. A brief survey of the history of Labour in Kolar Gold Fields.

About sixty years ago, various Gold Mining Companies began their operations in Kolar Gold Fields. The Mining pioneers found it extremely difficult to recruit labour. People of the neighbouring villages stoutly refused to get themselves engaged as Mining Labour, though they were offered good wages. So the Mining Companies had to send their agents to Tamilnad and Malabar to recruit labour. Partly due to love of enterprise and partly allured by the promises of these agents, hefty Tamilians and Malayalies, came to Gold Fields and got employed under the Mining Companies. These workmen were the predecessors of the present Mining Labourers, who are comparatively physically weaker and are suffering from debilitating diseases, as Tuberculosis and Silicosis; as a consequence of working in unnatural environments. The first workers, of course, were paid good wages to keep them on to the Fields.

For the first two decades, the Mining Companies, which were not under one common management and due to paucity of labour, on the whole, were paying their skilled workmen very fair wages. Most of the pioneer Mining Engineers were large-hearted men, who took a lively interest in the well being of the workers.

During the next decade, many Mining Companies ceased their operations and only five of them survived. These were brought under a common management and much consolidation work was done, thereafter, for the healthy growth of the Mining Companies, but virtual exploitation of the labour for the benefit of the Mining Companies, began from that period.

After the Great War, thanks to unemployment, people from far and wide came flocking to the Fields, seeking employment. Supply of labour was more than the demand. The keen Mining Management was not slow to take advantage of this position. New labourers were employed on very low wages, avarice of the Mining Contractors got whetted and unskilled labour was ground for profit. This ended in the historic strike of 1929, which forced the contractors to the position of glorified Foremen. But disorganised as the labour was, the Mining Companies made huge profits, but wages of the workers did not improve. The inadequacy of the labourer's income gave the money-lenders a fruitful chance to pile their fortune. The World War II found the K.G.F. workers in economic distress and mounting cost of living since 1942 worsened their condition. It is a sad commentary on the Mining Management that the organised labour had to put up a stiff fight for every material gain from 1942.

II. Present economic position of Labour in K. G. F. 332

The labour Association in K. G. F. had to focus their activities in ameliorating the economic condition of labour. Eighty per cent of the workers do not have a house of their own or an inch of land in any part of India. The average indebtedness of a worker is about Rs. 200. To redeem the worker from the economic limbo, which he is in, he must be allowed a monthly minimum income, which will meet all the expenses as shown in Appendix I.

III. Proposals on the fixation of Wages.

Every adult daily rated employee should be paid daily minimum wage of Rs. 1-8-0. In addition to this, Basic wages, workmen may earn, Attendance bonus, skilled or semi-skilled workmen's pay, Rank pay, Risk pay, Health pay, Night allowance or any other special wages according to the nature of their works. The proposed wages schedule is appended hereto. (Appendix II a and b).

Periodical Increment.

Every employee should get an annual increase in his pay at the rate of 10 per cent of his or her minimum grade pay.

When these new wage-rules are enforced every employee should get much amount of money as daily wages or monthly salary if these rules were in force on the first day of his appointment. But under no circumstances the wages or salary of an employee be reduced.

Dearness Allowance.

Every employee should be given dearness allowance on par with the employees of the Government of India.

Over-time.

Every hour worked over-time or on a holiday must be accounted as two hours for the sake of payment.

Night Shift Allowance.

Every employee should get an addition of annas two (0-2-0) to his daily wages for night shift work.

Dress Allowance.

Surface workers should be given an annual dress allowance of Rs. 15 and underground worker Rs. 20.

Housing.

All employees should be provided with wholesome houses. In case an employee is not provided with a house, he must be given a house rent allowance amounting to Rs. 12½ per cent of his monthly pay.

Scavenging Allowance.

Scavengers should be given in addition to their pay a monthly allowance of Rs. 10 each.

Special Allowance. 333

As Welding causes slow injury to the eyes of the welder, he must be given a special allowance of Rs. 10 a month as compensation.

The workmen employed at the Mill are subject to strain their ear-drums due to tremendous and continuous noise, which ultimately makes them deaf. The men at the Cyanide are subject to actually come in contact with acids and their gases, which are injurious to health, should be paid Rs. 10 a month as compensation.

Sickness Insurance.

Any employee on being treated for any sickness, injury or indisposition in the Company's hospital or any Government hospital shall be entitled to receive sickness pay for the period of such medical treatment, irrespective of the fact that he is entitled to receive compensation for injury.

If an employee is unfitted owing to Silicosis or Tuberculosis, he must be paid an amount equal to 180 days' wages for further treatment of the disease in addition to the compensation.

Service Pay.

Employees on terminating or being forced to terminate their services shall be entitled to receive one month's pay for every year of service with any of these Mining Companies or auxiliary establishments. For the calculation of the service pay, only the last month's pay is to be considered.

Provident Fund.

Every employee must be made to contribute 10 per cent of his monthly earnings to the Provident Fund and the employer must contribute an equal sum to the Fund, which is to be paid to the employee when he terminates his services or his services terminated.

Privilege Leave.

In addition to the days granted as privilege leave, the underground worker should get 9 days' paid casual leave and the surface worker 7 days' paid casual leave a year.

An underground worker earns his privilege leave and paid casual leave, if he works 240 days during the previous year and a surface worker 250 days.

Working Hours.

Underground working hours of the Mine worker should be reduced to 6 hours per shift.

Surface worker employed on shift works, should be given 6 hours shift duties.

Holidays with Pay.

General ...	Christmas ...	Hindu ...	All existing holidays.
	Pongal		
	May Day ...	Onum ...	(Malayalies only).
		Muslims ...	All existing holidays.

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In granting the above holidays underground worker and surface worker should be treated alike.

Share in Profits.

Unless the employees are assured of a share in the profits of the Mine, they will not be interested in increasing the production. During the pre-war years, the Mining Companies made enormous profits and workers grudgingly looked on. During the War and after, the price of gold increased five-fold but the only party that benefited by this rise is the Government. Employees were not treated fairly. This unfair state of affair must cease. The employees, employer and the Government should have equitable share in the profit.

IV. Work-Load.

The workers have been underfed for the past 7 years. This is not the opportune moment to impose any work-load. In many departments, it is virtually impossible to fix any work-load. Any arbitory imposition of work-load may lead to harassment of worker by their bosses and consequent unrest.

V. Fathom Bonus.

The present system is that the fathom bonus is paid to a worker if he has earned attendance bonus also; otherwise not paid. Since he becomes genuinely eligible having toiled, this should be paid even though he does not earn attendance bonus.

APPENDIX I. 335

Monthly expenses of a typical unskilled Labourer's family of six members.

Food.

Grains:—Rice or Wheat, Ragi (purchased at Ration Depot)	Rice 36 seers. Ragi 9 ,,			
		Rs.	a.	p.
The cost for the above		11	12	0
Additional.				
Purchase from Black Market	Rice 9 seers ...	10	2	0
	Ragi 21 seers ...	10	8	0
Jaggery 4 viss.	... ...	4	0	0
Coffee 1½ lb.	... ...	3	6	0
Milk and Curds	... ...	6	0	0
Dhal 4 seers	... ...	2	12	0
Blackgram Dhal ½ seer	... ...	0	12	0
Gingelly Oil 4 bottles	... ...	4	10	0
Cocoanut Oil	... ...	0	8	0
Soapnut Powder	... ...	0	8	0
Chillies 1 viss.	... ...	3	2	0
Tamarind ½ viss.	... ...	0	8	0
Salt 3 seers	... ...	0	6	0
Onions and other condiments	... ...	5	0	0
Vegetable including Cocoanuts	... ...	9	0	0
Meat, Fish or Eggs	... ...	8	0	0
Fuel and Lighting	... ...	10	0	0
Washing and Dhobi	... ...	3	0	0
House Rent	... ...	5	0	0
Average monthly expenses on clothing	...	5	0	0
Pots, Furniture, Travelling, Education, Medical treatment and sundries	... ...	5	0	0
Savings for marriages, festivals and other ceremonies	... ...	5	0	0
Entertainments and other conveniences	...	5	0	0
Total	...	118	14	0

APPENDIX IIa.

Department	Minimum Wages per Diem: Permanent	Minimum Wages per Diem: Temporary (Dearness)	Attendance Bonus	Rank Pay	Skilled Workmen's Artizan's pay	Semi-skilled Workmen's Pay	Risk Pay	Health Pay	Heavy work pay	Night shift allowance	Special bonus or allowance
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	
Sanitary Surface—											
Sweepers Male	1 8 0	...	...	...	...	...	...	...	...	...	*
,, Female	1 8 0	...	...	...	...	...	...	...	...	...	...
,, Boys	1 4 0	...	...	...	...	...	...	...	...	...	...
,, Maistries	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...
,, Cart Drivers	1 8 0	...	...	...	...	...	...	...	...	...	...
Sanitary Building—											
Concrete Moulding Men	1 8 0	...	...	...	0 8 0	...	...	...	...	...	...
Masons & other labourers to be paid as in Eng. Dept.	...	...	...	...	...	...	...	...	...	...	...
General Surface Labourer	...	...	...	...	...	...	...	...	...	...	...
Trammers & other labourers ...	1 8 0	...	...	...	...	...	...	...	...	...	...
,, Boys ...	1 4 0	...	...	...	...	...	...	...	...	...	...
,, Maistries ...	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...
Hd. Maistries ...	1 8 0	...	...	2 0 0	...	...	...	...	...	...	...
Foreman ...	1 8 0	...	...	3 8 0	...	...	...	...	...	...	...
Drivers—											
Motor Transport to be paid monthly. Monthly pay of Rs. 100 and Dearness Allowance.	...	...	...	...	...	...	...	...	...	...	...
Loco Driver	1 8 0	...	...	...	...	...	...	...	...	...	...
Engineering Workshops—											
Blacksmiths I Grade	1 8 0	...	...	...	3 8 0	...	...	...	...	...	...
,, II ,, ...	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...
,, III ,, Must be abolished.	...	...	...	...	...	...	...	...	...	...	...

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Moulders	...	...	1 8 0	...	To be given when qualified.	...	2 8 0	...	...	...	...	...	...	...	
Fitters	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
Mechanics	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
Carpenters	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
Platers	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
Boiler Revitters	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
Hand Jumper Anvils	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
Welders	...	...	1 8 0	...		...	2 0 0	...	Rs. 10 per month injury to eyes.						
Tinkers	...	...	1 8 0	...		...	1 0 0	...	...	...	...	...	...	...	
Sawyers	...	...	1 8 0	...		...	1 4 0	...	...	...	...	...	...	...	
Painters & Polishers	...	...	1 8 0	...		...	1 0 0	...	...	...	...	...	...	...	
Saw Sharpeners	...	...	1 8 0	...		...	0 8 0	...	...	...	...	...	...	...	
Hammermen	...	...	1 8 0	...		...	1 0 0	...	...	...	...	1 0 0	...	...	
Craftsman Assistants	...	...	1 8 0	...		...	0 4 0	...	...	...	...	...	...	...	
Workshop Maistries	...	...	1 8 0	...		...	3 8 0	...	...	...	...	...	...	...	
Cart Driver	...	...	1 8 0	...		...	...	...	...	...	...	...	...	...	
Pipe Fitters—															
1st Grade	...	...	1 8 0	...		0 8 0	1 8 0	...	...	...	...	...	...	...	
2nd Grade	...	...	1 8 0	...		...	1 0 0	...	...	...	...	...	...	...	
Out Door Fitter Misty.	...	...	1 8 0	...		2 0 0	3 8 0	...	...	...	...	...	...	...	
,, Fitter	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
Masons	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
Hoisting Surface—															
Drivers 1st Grade	...	...	1 8 0	...		...	3 8 0	...	...	...	...	...	...	...	
,, 2nd Grade	...	...	1 8 0	...		...	2 8 0	...	...	...	...	...	...	...	
,, 3rd Grade	...	...	1 8 0	...		...	1 8 0	...	...	...	...	...	...	...	
Brakesmen	...	...	1 8 0	...		...	...	1 0 0	...	...	...	...	...	...	
Oilers & Cleaners	...	...	1 8 0	...		...	...	0 8 0	...	...	...	...	...	...	
Machinery Attendants	...	...	1 8 0	...		...	1 8 0	...	...	...	...	...	...	...	
Air Conditioning Plant Attendant		...	1 8 0	...		...	...	1 0 0	...	...	...	...	...	...	
Converters Sets	...	...	1 8 0	...		...	...	0 12 0	...	...	...	...	...	...	
Motors	...	...	1 8 0	...		...	...	...	...	...	...	...	...	...	
Pumps	...	...	1 8 0	...		...	...	...	...	...	...	...	...	...	
Crane Operator	...	...	1 8 0	...		...	...	...	...	...	...	...	...	...	
Battery Charge Attendant	...	...	1 8 0	...		...	...	0 8 0	...	...	...	...	...	...	

*Rs. 10 as monthly scavenging allowance.

APPENDIX I—*contd.*

Department	Minimum Wages per diem		Attendance Bonus	Rank pay	Skilled Workmen's Artizan's pay	Semi-skilled workmen's pay	Risk pay	Health pay	Heavy work pay	Night Shift allowance	Special Bonus or allowance
	Permanent	Temporary (Dearness)									
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Underground Engineering—											
Fitter 1st Grade	1 8 0	...	...	...	3 8 0	...	0 4 0	...	...	...	...
,, 2nd Grade	1 8 0	...	...	...	2 8 0	...	0 4 0	...	...	...	...
Hoisting Winding—											
Driver 1st Grade	1 8 0	...	...	...	5 4 0	...	0 4 0	...	...	...	...
,, 2nd Grade	1 8 0	...	...	...	1 12 0	...	0 4 0	...	...	...	...
,, 3rd Grade	1 8 0	...	...	...	1 8 0	...	0 4 0	...	...	...	...
Brakesmen	1 8 0	...	...	...	...	0 12 0	0 4 0	...	...	...	...
Conserter Sets attendants	1 8 0	...	...	...	...	1 0 0	0 4 0	...	...	...	...
Electric Fans, Motor and Pumps	1 8 0	...	...	...	...	0 12 0	0 4 0	...	...	...	...
Craftsmen Assistants	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
Other Labourers	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Metallurgical Department—											
Assay and Smelting Rooms—											
Head furnish man	1 8 0	...	...	1 0 0	1 8 0	...	...	...	...	...	
Survey man 1st Grade	1 8 0	...	...	0 8 0	1 0 0	...	...	...	...	...	...
Survey man 2nd Grade	1 8 0	...	...	...	1 0 0	...	...	...	...	...	...
Attendants	1 8 0	...	...	...	...	0 8 0	...	...	...	...	...
Small Mill and Tube Mill—											
Blanket Operations	1 8 0	...	...	...	2 8 0	...	...	...	...	...	...
Battery Shiftmen 1st Grade	1 8 0	...	...	...	...	1 8 0	...	...	...	...	...
,, 2nd Grade	1 8 0	...	...	...	...	1 0 0	...	...	...	...	...
Assistants	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...
Blanket and Leaf Stitchers—											
1st Grade	1 8 0	...	...	1 0 0	...	...	...	...	...	...	...
2nd Grade	1 8 0	...	...	0 8 0	...	...	...	...	...	...	...
3rd Grade	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...
Collector Gang labour	1 8 0	...	...	...	...	...	...	...	...	...	...

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Cyanide Plant Fitter Maistry	...	1 8 0	...	...	1 8 0	...	0 4 0	...	...	...	...	...	...	
Assistants	...	1 8 0	...	...	...	...	0 4 0	...	...	...	...	...	...	
Stores—														
Store Issues	...	1 8 0	...	...	...	...	1 0 0	...	...	...	...	...	...	
,, Men 1st Grade	...	1 8 0	...	...	0 4 0	...	1 8 0	...	...	...	...	...	...	
2nd Grade	..	1 8 0	...	...	...	...	0 8 0	...	...	...	...	...	...	
Labourers	...	1 8 0	...	...	...	...	...	...	...	..	...			
Surface Contract—														
Picking floor and Bandy push—														
Men and women	...	1 8 0	...	...	...	...	...	...	...	...	...	...	...	
Boys	...	1 4 0	...	...	..	...	...	...	...	...	...	...	...	
Mill Incline	...	1 8 0	...	...	...	...	0 4 0	...	...	..	...	...	...	
Picking Floor Maistry	...	1 8 0	...	...	0 12 0	...	...	...	...	...	...	...	...	
,, Head Maistry	...	1 8 0	...	...	1 8 0	...	...	...	...	...	...	...	...	
Cyanide labourer	...	1 8 0	...	...	...	...	...	...	...	...	...	...	...	
,, Maistries	...	1 8 0	...	...	0 12 0	...	...	...	...	...	...	...	...	
,, Head Maistry	...	1 8 0	...	..	1 8 0	...	...	...	...	...	...	...	...	
Underground Survey—														
Head Maistries	...	1 8 0	...	...	2 4 0	...	...	0 4 0	...	...	...	...	...	
Maistries	...	1 8 0	...	...	1 4 0	...	...	0 4 0	...	...	...	...	...	
Linesman	...	1 8 0	...	...	...	...	0 8 0	0 4 0	...	...	...	...	...	
Samplers	...	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...	...	
Labourers	...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	...	
Underground Mining Department—														
Assistant Foreman 2nd Grade	...	1 8 0	...	...	2 4 0	...	...	0 4 0	...	...	...	...	...	
Shaft Control and Signalling—														
Banks man 1st Grade	...	1 8 0	...	...	2 4 0	...	...	0 4 0	...	...	...	...	...	
,, 2nd ,,	...	1 8 0	...	...	...	...	1 4 0	0 4 0	...	...	...	...	...	
,, 3rd Grade to be abolished	...	...	...	...	...	...	...	...	...	...	...	...	...	
Signalmen Surface—														
1st Grade	...	1 8 0	...	...	1 8 0	...	1 0 0	...	...	...	...	...	...	
2nd Grade	...	1 8 0	...	...	...	...	...	...	...	...	...	...	...	
3rd Grade to be abolished	...	...	...	...	...	...	...	...	...	...	...	...	...	

APPENDIX I—*concld.*

Departments	Minimum Wages per diem		Attendance Bonus	Rank Pay	Skilled Workmen's Artizan's pay	Semi-skilled Workmen's pay	Risk pay	Health pay	Heavy Work pay	Night Shift allowance	Special Bonus or allowance
	Permanent	Permanent (dearness)									
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Signalmen Underground—											
1st grade	1 8 0	...	...	1 8 0	...	1 0 0	0 4 0	...	...	...	...
2nd grade	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
3rd grade to be abolished... ...	...	...	...	...	...	...	...	...	...	...	...
Bell man 1st grade ...	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
2nd grade ...	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
3rd grade ...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Loco Drivers and Small hoisting Drivers. ...	1 8 0	...	...	...	1 4 0	...	0 4 0	...	...	...	...
Tea Boys 1st grade ...	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
2nd grade ...	1 8 0	...	...	0 4 0	...	...	0 4 0	...	...	...	...
3rd grade ...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Cage Gaurds ...	1 8 0	...	...	...	...	0 8 0	0 4 0	...	...	...	...
Maistries ...	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
General Purpose—											
Herd Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Labourers ...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Shaft Sinking—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
Shaft Sinkers	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
Shaft Maintenance and Hoisting—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Shaft man	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Breaking Ground Machines—											
Head Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Machinemen	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...

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Hand Jumper—													
Head Maistry	...	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...	
Maistry	...	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...	
† Hand Jumpermen	...	...	...	...	...	...	...	...	...	...	...	...	
Blasters—													
Maistry	...	1 8 0	...	...	...	1 0 0	...	0 4 0	...	...	...	...	
Assistants	...	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...	
Bell Fitting—													
Foreman	...	1 8 0	...	...	1 0 0	2 12 0	...	0 4 0	...	...	...	...	
Maistries	...	1 8 0	...	...	...	1 0 0	...	0 4 0	...	...	...	...	
Assistants	...	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...	
Pipe Fitting—													
Head Maistries	...	1 8 0	...	...	1 4 0	...	...	0 4 0	...	...	...	...	
Maistry	...	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...	
Labourers	...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	
Building concreting Jumper Supply Packwalling, Plate laying, Rail setting, Timber and Unloading and all other unspecified—													
Head Maistry	...	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...	
Maistry	...	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...	
Labourer	...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	
Masons—													
1st grade	...	1 8 0	...	...	...	3 8 0	...	0 4 0	...	...	...	...	
2nd grade	...	1 8 0	...	...	...	2 8 0	...	0 4 0	...	...	...	...	
Door Watchman—													
Water Tap Watchman	...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	
Tool room Attendant	...	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...	
Sanitation—													
Underground Maistry	...	1 8 0	...	...	0 8 0	...	...	0 4 0	Rs. 10	Scavenging allowance.			
Labourer	...	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...	
Disk Clerks and Gate Clerks to be paid monthly.		...	...	...	...	...	...	...	...	...	...	...	

* When they work in Sinks they are to be given extra daily wage As. 2 each.
† Piece work Re. 0-14-0 to be paid for every foot of hole drilled.

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APPENDIX II (b)

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MINIMUM SALARIES OF MONTHLY RATED EMPLOYEES.

	Occupation and Departments	*Minimum Monthly Salary.* Rs. a. p.
1.	Peons	45 0 0
2.	Junior Clerks (General Office), Head Peons, Disk Clerks (underground section), Gate Clerks, Sub-Overseers (Sanitary Department), Junior Contract Clerks (underground section).	65 0 0
3.	III Grade Clerks and Typists Contract Senior Clerks (underground section), Tracers (Engineering Department), II Grade Assistant Overseers (Sanitary Department).	90 0 0
4.	II Grade Clerks and Typists (General Office), Assistant Draftsman and A. C. P. Operators (Engineering Department), I Grade Assistant Sanitary Overseers (Sanitary Department), Technical Assistants (underground section). Technical Assistants (Survey), Technical Assistants (underground Engineering), Technical Assistants (Surface Engineering), Weighbridge Clerks (underground Department), Technical Assistant (Metallurgical), Weighbridge Clerks (Metallurgical).	130 0 0
5.	I Grade Clerks and Typists (General Office), II Grade Draftsman (Survey), II Grade Engineering Draftsman (Engineering Department), Sanitary Overseers (Sanitary Department), II Foreman (underground Department), Sample Foreman (underground Engineering Department), II Grade Foreman (underground Engineering Department), II Grade Foreman and Shaft Chargeman (Survey Department) and (underground), Assistant Assayers and II Grade Foremen (Metallurgical Department).	170 0 0
6.	Head Section Clerks (General Office), Head Clerks (underground Time Office), I Grade Draftsman (Engineering Department), Head Clerks, I Grade Draftsman (Survey), Chief Sanitary Overseers (Sanitary Department), I Grade Foreman (underground Department), Survey Assistants (Survey), Engineering Assistants (underground Department), I Grade Foreman and Engineering Assistants (Surface and underground Department), Metallurgical Assistants and I Grade Foreman (Metallurgical Department).	250 0 0

Dearness Allowance. 343

Every monthly rated employee must get every month Rs..... or 20 per cent of his monthly salary whichever is more as dearness allowance.

Dearness allowance should be par with the allowance paid by the Government of India.

APPENDIX III (c).

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STATEMENT SUBMITTED BY THE MYSORE MINES LABOUR ASSOCIATION.

TO

THE KOLAR GOLD FIELDS MINIMUM WAGE BOARD.

I. A brief Survey of the History of Labour in Kolar Gold Fields.

About sixty years ago, various Gold Mining Companies began their operations in Kolar Gold Fields. The Mining pioneers found it extremely difficult to recruit labour. People of the neighbouring villages stoutly refused to get themselves engaged as Mining labour, though they were offered good wages. So the Mining Companies had to send their agents to Tamilnad and Malabar to recruit labour. Partly due to love of enterprise and partly allured by the promises by these agents, hefty Tamilians and Malayalies, came to Gold Fields and got employed under the Mining Companies. These workmen were the predecessors of the present Mining labourers, who are comparatively physically weaker and are suffering from debilitating diseases, as Tuberculosis and silicosis, as a consequence of working in unnatural environments. The first workers, of course, were paid good wages to keep them on to the Fields.

For the first two decades, the Mining Companies which were not under one common management and due to paucity of labour, on the whole, were paying their skilled workmen very fair wages. Most of the pioneer Mining Engineers were large-hearted men who took a lively interest in the well being of the worker.

During the next decade, many Mining Companies ceased their operations and only five of them survived. These were brought under a common management and such consolidation work was done, thereafter, for the healthy growth of the Mining Companies, began from that period.

After the great war, thanks to un-employment, people from far and wide came flocking to the Fields, seeking employment. Supply of labour was more than the demand. The keen Mining management was not slow to take advantage of this position. New labourers were employed on very low wages, avarice of the Mining contractors got whetted and unskilled labour was ground for profit. This ended in the historic strike of 1929, which forced the contractors to the position of glorified foremen. But disorganised as the labour was, the Mining Companies made huge profits, but wages of the workers did not improve. The inadequacy of the labourers' income gave the money-lenders a fruitful chance to pile their fortune. The World War II found the K.G.F. workers in economic distress and mounting cost of living since 1942 worsened their condition. It is a sad commentary on the Mining Management that the organised labour had to put up a stiff fight for every little material gain from 1942.

II. Present Economic Position of Labour in K.G.F.

The Labour Associations in Kolar Gold Fields had to focus their activities in ameliorating the economic condition of labour, 80 per cent of the workers do not have a house of their own or an inch of

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land in any part of India. The average indebtedness of a worker is about Rs. 200. To redeem the worker from the economic limbo, which he is in, he must be allowed a monthly minimum income, which will meet all the expenses as shown in Appendix I.

III. Proposals on the Fixation of Wages.

Wages.

Every adult daily rated employee should be paid daily minimum wages of Rs. 1-8-0. In addition to this Basic wages, workmen may earn, Attendance Bonus, Skilled or Semiskilled workmen's pay, Rank pay, Risk pay, Health pay, Night shift allowance or any other special wages according to the nature of their works. The proposed wages schedule is appended hereto. (Appendix II A, and B).

Periodical Increment.

Every employee should get an annual increase in his pay at the rate of 10 per cent of his or her minimum grade pay.

When these new wage-rules are enforced every employee should get such amount of money as daily wages or monthly salary if these rules were in force on the first day of his appointment. But under no circumstances the wages or salary of an employee be reduced.

Dearness Allowance.

Every employee should be given dearness allowance on par with the employees of the Government of India.

Over Time.

Every hour worked over-time or on a holiday must be accounted as two hours for the sake of payment.

Night Shift Allowance.

Every employee should get an addition of annas two (0-2-0) to his daily wages for night shift work.

Dress Allowance.

Surface workers should be given an annual dress allowance of Rs. fifteen (Rs. 15-0-0) and underground worker Rs. twonty (Rs. 20-0-0).

Housing.

All employees should be provided with whole-some houses. In case an employee is not provided with a house he must be given a house rent allowance amounting to 12½ per cent of his monthly pay.

Production Bonus.

Production bonus must be paid to a worker in proportion to the number of days worked in the month, irrespective of his earning attendance bonus.

Scavenging Allowance.

Scavengers should be given in addition to their pay a monthly allowance of Rs. ten (Rs. 10-0-0) each.

Special Allowance to Welders.

As welding causes slow injury to the eyes of the welder, he must be given a special allowance of Rs. ten Rs. ten (Rs. 10-0-0) a month as a compensation.

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Sickness Insurance.

Any employee on being treated for any sickness, injury or indisposition in the Company's hospital or any Government Hospital shall be entitled to receive Sickness pay for the period of such medical treatment, irrespective of the fact that he is entitled to receive compensation for injury.

If an employee is unfitted owing to silicosis or tuberculosis, he must be paid an amount equal to 180 days' wages for further treatment of the disease in addition to the compensation.

Service Pay.

Employees on terminating or being forced to terminate their services shall be entitled to receive one month's pay for every year of service with any of these Mining Companies or Auxiliary establishments. For the calculation of the service pay only, the last month's pay is to be considered.

Provident Fund.

Every employee must be made to contribute 10 per cent of his monthly earnings to the provident fund and the employer must contribute an equal sum to the fund which is to be paid to the employee when he terminated his services or his services are terminated with.

Privilege Leave.

In addition to the days granted as privilege leave the underground worker should get nine days' paid casual leave and the surface worker seven days' paid casual leave.

An underground worker earns his privilege leave and paid casual leave, if he works 240 days during the previous year and a surface worker 250 days.

Contract System.

Contract system should be abolished forthwith.

Holidays With Pay.

General—

Christmas	...	Hindus—All existing holidays.
Pongal	...	Onum—Malayalees only.
May day	...	Good Friday—Christians only.
		Muslims—All existing holidays.

In granting the above holidays underground worker and surface worker should be treated alike.

Share in Profits.

Unless the employees are assured of a share in the profits of the Mine they will not be interested in increasing the production. During the pre-war years the Mining Companies made enormous profits and the workers grudgingly looked on. During the war and after, the price of gold increased fivefold but the only party that benefitted by this rise is the Government. Employees were not treated fairly. This unfair state of affair must cease. The employees, employer and the government should have equitable share in the profit.

IV. Work Load.

The workers have been underfed for the past seven years. This is not the opportune moment to impose any work load. In many departments, it is virtually impossible to fix any work load. Any arbitrary imposition of work load may lead to harassment of workers by their bosses and consequent unrest.

APPENDIX I.

Monthly Expenses of a Typical Unskilled Labour's Family of Six Members.

Food	*Reqd.*	*Cost* Rs. a. p.
Grains, Rice or Wheat, Ragi (Purchased at ration shop.) ...	36 seers...	11 12 0
	9 „ ...	10 2 0
Purchase from the black market Rice ...	9 „ ...	10 8 0
Ragi ...	21 „ ...	4 0 0
Jaggery	4 viss ...	3 6 0
Coffee	1½ lb. ...	6 0 0
Milk and Curds	... ...	2 12 0
Dhall	4 seers	0 12 0
Blackgram dhall	½ „ ...	4 10 0
Gingely Oil	4 bottles	0 8 0
Cocoanut Oil	... ...	0 8 0
Soapnut powder	... ...	3 2 0
Chillies	1 viss ...	0 8 0
Tamarind	½ „ ...	0 6 0
Salt	3 seers...	5 0 0
Onions and other Condiments ...	...	...
Vegetables including Cocoanuts ...	... ...	9 0 0
Meat Fish or Eggs	... ...	8 0 0
Fuel and Lighting	... ...	10 0 0
Washing and Dhobi	... ...	3 0 0
House rent	... ...	5 0 0
Average monthly expenses on clothing ...	... ...	5 0 0
Pots, Furniture, Travelling, Education, Medical treatment and Sundries.	... ...	5 0 0
Savings for Marriages, Festivals and other ceremonies.	... ...	5 0 0
Entertainments and other conveniences...	... ...	5 0 0
	Total ...	118 14 0

APPENDIX II(*b*)—*contd.*

Department	Minimum wages per diem		Attendance bonus	Rank pay	Skilled workmen's artizan's pay	Semi-skilled workmen's pay	Risk pay	Health pay	Heavy work pay	Night shift allowance	Special bonus or allowances
	Permanent	Temporary (dearness)									
Sanitary—surface—	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Sweepers, Male ...	1 8 0	...	To be given when qualified.	...	...	...	...	...	...	...	*
,, Female ...	1 8 0	...		...	...	...	...	...	...	...	*
,, Boys ...	1 4 0	...		...	...	...	...	...	...	...	*
,, Maistries ...	1 8 0	...		...	...	...	...	...	...	...	*
Cart (bullock) Drivers ...	1 8 0	...		0 8 0	...	...	...	...	...	...	...
Sanitary—Building—				...	...	...	...	...	...	...	...
Concrete moulding men ...	1 8 0	...		...	0 8 0	...	...	...	...	...	...
Masons and other labourers to be paid as in Engineering Department.											
General Surface Labourer—											
Trammers and other labourers ...	1 8 0	...		...	...	...	...	...	...	...	...
,, Boys ...	1 4 0	...		...	...	...	...	...	...	...	...
,, Maistry ...	1 8 0	...		0 8 0	...	...	...	...	...	...	...
,, Head Maistry ...	1 8 0	...		2 0 0	...	...	...	...	...	...	...
,, Foreman ...	1 8 0	...		3 8 0	...	...	...	...	...	...	...
Drivers—											
Motor Transport to be paid monthly. (Monthly pay of Rs. 100 and dearness allowance).											
Engineering Workshops—											
Blacksmiths 1st Grade ...	1 8 0	...		...	3 8 0	...	...	...	...	...	...
,, 2nd ,, ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
,, 3rd ,, must be abolished											
2. Moulders ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
3. Fitters ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
4. Mechinists ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
5. Carpenters ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
6. Platers ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
7. Boiler Revitters ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
8. Hand Jumper Anvils ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...

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APPENDIX—II(*a*)—*contd.*

Department	Minimum Wages per Diem: Permanent	Minimum Wages per Diem: Temporary (dearness)	Attendance Bonus	Rank Pay	Skilled (workmen's Artizan's Pay	Semi-skilled workmen's Pay	Risk Pay	Health Pay	Heavy work Pay	Night shift allowance	Special bonus or allowances
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
U. G. Engineering—*contd.*											
Brakesmen ...	1 8 0	...		...	...	0 12 0	0 4 0	...	...	...	...
Converter sets attendants	1 8 0	...		...	...	1 0 0	0 4 0	...	...	...	...
Electric Fans, Motor and pumps	1 8 0	...		...	...	0 12 0	0 4 0	...	...	...	...
Craftsman Assistants ...	1 8 0	...		...	...	0 4 0	0 4 0	...	...	...	...
Other labourers ...	1 8 0	...		...	...	...	0 4 0	...	...	...	...
Metallurgical Department—											
Assay and Smelting Rooms											
Head furnish men ...	1 8 0	...		1 0 0	1 8 0	...	...	...	...	...	...
Survey men, 1st Grade	1 8 0	...		0 8 0	1 0 0	...	...	...	...	...	...
2nd ,,	1 8 0	...		...	1 0 0	...	...	...	...	...	...
Attendants ...	1 8 0	...		...	...	0 8 0	...	...	...	...	...
Stamp-mill and Tube-mill											
Blanket Operations ...	1 8 0	...		...	2 8 0	...	...	...	...	...	...
Batteryshift men 1st Grade	1 8 0	...		...	...	1 8 0	...	...	...	...	...
2nd ,,	1 8 0	...		...	...	1 0 0	...	...	...	...	...
Assistants ...	1 8 0	...		...	...	0 4 0	...	...	...	...	...
Cyanide Plant and Fitter Maistry	1 8 0	...		1 8 0	...	0 4 0	...	...	...	...	...
Assistants ...	1 8 0	...		...	...	0 4 0	...	...	...	...	...
Blanket and leaf stitchers—											
1st Grade ...	1 8 0	...		1 0 0	...	...	...	...	...	...	...
2nd ,, ...	1 8 0	...		1 8 0	...	...	...	...	...	...	...
3rd ,, ...	1 8 0	...		...	...	0 4 0	...	...	...	...	...
Collector gang labour ...	1 8 0	...		...	...	...	...	...	...	...	...
Stores—											
Store Issues ...	1 8 0	...		...	...	1 0 0	...	...	...	...	...
Store men, 1st Grade ...	1 8 0	...		0 4 0	...	0 8 0	...	...	...	...	...
Do 2nd ,, ...	1 8 0	...		...	...	0 8 0	...	...	...	...	...
Do labourers ...	1 8 0	...		...	...	...	...	...	...	...	...

To be given when qualified.

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APPENDIX II (*b*)—*contd.*

Department	Minimum wages per diem		Attendance bonus	Rank pay	Skilled (Workmen's Artizan's pay)	Semi-skilled Workmen's pay	Risk pay	Health pay	Heavy work pay	Night shift allowance	Special bonus or allowances
	Permanent	Temporary (dearness)									
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Teaboys—											
1st grade	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...
2nd grade	1 8 0	...	...	0 4 0	...	...	0 4 0	...	...	...	...
3rd grade	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Cage guards	1 8 0	...	...	...	...	0 8 0	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
General Purpose—											
Head maistry	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Labourers	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...
Shaft Sinking—											
Head maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	0 8 0	1 0 0	...	...
Maistries	1 8 0	...	...	0 12 0	...	...	0 4 0	0 8 0	0 8 0	...	...
Shaft sinkers	1 8 0	...	...	...	...	0 4 0	0 4 0	0 8 0	0 4 0	...	...
Shaft Maintenance and hoisting—											
Head maistries	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistries	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Shaft man	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
Breaking Ground Machines—											
Head maistry	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistry	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
*Machinemen	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...
Hand Jumper—											
Head maistry	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...
Maistry	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...
Hand Jumper men	...	...	...	...	...	...	...	...	...	...	...

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Blasters—													
Maistries	1 8 0	...	...	...	1 0 0	...	0 4 0	...	...	...	...		
Assistants	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...		
Pipe Fitting—													
Head Maistries	1 8 0	...	...	1 4 0	...	...	0 4 0	...	...	...	...		
Maistries	1 8 0	...	...	0 12 0	...	...	0 4 0	...	...	...	...		
Labourers	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...		
Bell Fitting—													
Foremen	1 8 0	...	...	1 0 0	2 12 0	...	0 4 0	...	...	...	...		
Maistries	1 8 0	...	...	...	1 0 0	...	0 4 0	...	...	...	...		
Assistants	1 8 0	...	..	...	...	0 4 0	0 4 0	...	...	...	...		
Building Concreting Jumper Supply Packwalling, Plate laying, Rail setting, Timbering and Unloading and all other unspecified—													
Head Maistry	1 8 0	...	...	1 0 0	...	...	0 4 0	...	...	...	...		
Maistry	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	...		
Masons	1 8 0	...	...	...	0 4 0	...	0 4 0	...	...	...	...		
Labourer	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...		
Door Watchman—													
Water Tap watchman	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...		
Tool room attendant	1 8 0	...	...	...	...	0 4 0	0 4 0	...	...	...	...		
Sanitation—													
Underground maistries ...	1 8 0	...	...	0 8 0	...	...	0 4 0	...	...	...	‡		
Labourer	1 8 0	...	...	...	...	...	0 4 0	...	...	...	...		
Disc-Clerks and Gate Clerks to be paid monthly.	...	...	...	...	...	...	...	...	..	...	...		

* When they work in sinks they are to be given an extra daily wages of As. 2 each.
† Piece-work Re. 0-14-0 to be paid for every foot of hole drilled.
‡ Rs. 10 Scavanging allowance.

APPENDIX II(*b*)—*concld.* 354

MINIMUM SALARIES OF MONTHLY RATED EMPLOYEES.

	Occupation and Departments	*Minimum monthly salary.* Rs. a. p.
1.	Peons	45 0 0
2.	Junior Clerks (General Office), Head Peons, Disc. Clerks (Underground Section), Gate Clerks, Sub-Overseers (Sanitary Department), Junior Contract Clerks (Underground Section).	65 0 0
3.	III Grade Clerks and Typists, Contract Senior Clerks (Underground Section), Tracers (Engineering Department), II Grade Assistant Overseers (Sanitary Department).	90 0 0
4.	II Grade Clerks and Typists (General Office), Assistant Draftsman and A. C. P. Operators (Engineering Department), I Grade Assistant Sanitary Overseers (Sanitary Department), Technical Assistants (Underground Section), Technical Assistants (Survey), Technical Assistants (Underground Engineering), Technical Assistants (Surface Engineering), Weigh Bridge Clerks (Underground Department), Technical Assistants (Metallurgical), Weigh Bridge Clerks (Metallurgical).	130 0 0
5.	I Grade Clerks and Typists (General Office), II Grade Draftsman (Survey), II Grade Draftsman (Engineering), Sanitary Overseers (Sanitary Department), II Grade Foremen (Underground Department), Sample Foremen (Survey Department), II Grade Foremen (Underground Engineering Department), II Grade Foremen and Shaft Chargemen (Survey and Underground Department), Assistant Assayers and II Grade Foremen (Metallurgical Department).	170 0 0
6.	Head Section Clerks (General Office), Head Clerks (Underground Time Office), I Grade Draftsman and Head Clerks (Engineering Department), I Grade Draftsmen (Survey), Chief Sanitary Overseers (Sanitary Department), I Grade Foremen (Underground Department), Survey Assistants (Survey), Engineering Assistants (Underground Department), I Grade Foremen and Engineering Assistants (Surface and Underground Department), Metallurgical Assistants and I Grade Foremen (Metallurgical Department).	250 0 0

APPENDIX III-(*d*).

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STATEMENT SUBMITTED BY THE K.G.F. ELECTRICITY DEPARTMENT LABOUR ASSOCIATION

TO

THE KOLAR GOLD FIELDS MINIMUM WAGES BOARD.

I. Brief Survey of the history of Labour in Kolar Gold Field.

About sixty years ago, various Gold Mining Companies began their operations in Kolar Gold Fields. The Mining pioneers found it extremely difficult to recruit labour. People of the neighbouring villages stoutly refused to get themselves engaged as Mining Labour though they were offered good wages. So the Mining Companies had to send their agents to Tamilnad and Malabar to recruit labour. Partly due to love of enterprise and partly allured by the promises of these agents, hefty Tamilians and Malayalies, came to Gold Fields and got employed under the Mining Companies. These workmen were the predecessors of the present Mining labourers, who are comparatively physically weaker and are suffering from debilitating diseases, as tuberculosis and silicosis; as a consequence of working in unnatural environments. The first workers, of course, were paid good wages to keep them on to the Fields.

For the first two decades, the Mining Companies, which were not under one common management and due to paucity of labour, on the whole, were paying their skilled workmen very fair wages. Most of the pioneer Mining Engineers were large-hearted men, who took a lively interest in the well being of the workers.

During the next decade, many Mining Companies ceased their operations and only five of them survived. These were brought under a common management and much consolidation work was done, thereafter, for the healthy growth of the Mining Companies, but virtual exploitation of the labour for the benefit of the Mining Companies, began from that period.

After the great war, thanks to unemployment, people from far and wide came flocking to the Fields, seeking employment. Supply of labour was more than the demand. The keen Mining Management was not slow to take advantage of this position. New labourers were employed on very low wages, avarice of the Mining Contractors got whetted and unskilled labour was ground for profit. This ended in the historic strike of 1929, which forced the contractors to the position of glorified Foremen. But disorganised as the labour was, the Mining Companies made huge profits, but wages of the workers did not improve. The inadequacy of the labourers' income gave the money-lenders a fruitful chance to pile their fortune. The World War II found the K.G.F. workers in economic distress and mounting cost of living since 1942 worsened their condition. It is a sad commentary on the Mining Management that the organised labour had to put up a stiff fight for every little material gain from 1942.

II. Present Economic Position of Labour in K.G.F.

The Labour Associations in K.G.F. had to focus their activities in ammeliorating the economic condition of labour. Eighty per cent of

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the workers do not have a house of their own or an inch of land in any part of India. The average indebtedness of a worker is about Rs. 200. To redeem the worker from the economic limbo, which he is in, he must be allowed a monthly minimum income, which will meet all the expenses as shown in Appendix I.

III. Proposals on the fixation of wages.

Every adult daily rate employee should be paid daily minimum wage of Rs. 1-8-0. In addition to this Basic wages, workmen may earn, attendance bonus, skilled or semi-skilled workmen's pay, Rank pay, Risk pay, Health pay, Night Shift Allowance or any other special wages according to the nature of their works. The proposed wages schedule is appended hereto. [Appendix II (*a*) and (*b*)].

Periodical Increment.

Every employee should get an annual increase in his pay at the rate of 10 per cent of his or her minimum grade pay.

When these new wage-rules are enforced, every employee should get such amount of money as daily wages or monthly salary if these rules were in force on the first day of his appointment. But under no circumstances the wages or salary of an employee be reduced.

Dearness Allowance.

Every employee should be given dearness allowance on par with the employees of the Government of India.

Overtime.

Every hour worked overtime or on a holiday must be accounted as two hours for the sake of payment.

Night Shift Allowance.

Every employee should get an addition of annas two (0-2-0) to his daily wages for night shift work.

Dress Allowance.

Surface workers should be given an annual dress allowance of Rs. 15 and underground workers Rs. 20.

Housing.

All employees should be provided with wholesome houses. In case an employee is not provided with a house he must be given a house rent allowance amounting to 12½ per cent of his monthly pay.

Scavenging Allowance.

Scavengers should be given in addition to their pay a monthly allowance of Rs. 10 each.

Special Allowance to Welders.

As welding causes slow injury to the eyes of the welder, he must be given a special allowance of Rs. 10 a month as compensation.

Sickness Insurance.

Any employee on being treated for any sickness, injury or indisposition in the Company's hospital or any Government hospital shall be entitled to receive sickness pay for the period of such medical

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treatment, irrespective of the fact that he is entitled to receive compensation for injury.

If an employee is unfitted owing to Silicosis or Tuberculosis, he must be paid an amount equal to 180 days' wages for further treatment of the disease in addition to the compensation.

Service Pay.

Employees on terminating or being forced to terminate their services shall be entitled to receive one month's pay for every year of service with any of these Mining Companies or auxiliary establishments. For the calculation of the service pay, only the last month's pay is to be considered.

Provident Fund.

Every employee must be made to contribute 10 per cent of his monthly earnings to the Provident Fund and the employer must contribute an equal sum to the Fund, which is to be paid to the employee when he terminates his services or his services terminated with.

Privilege Leave.

In addition to the days granted as privilege leave, the underground worker should get 9 days' paid casual leave and the surface worker 7 days' paid casual leave a year.

An underground worker earns his privilege leave and paid casual leave, if he works 240 days during the previous year and a surface worker 250 days.

Working Hours.

Underground working hours of the Mine worker should be reduced to 6 hours per shift.

Holidays with pay.

General ...	Christmas.	Hindus ...	All existing holidays.
	Pongal.	Onum ...	(Malayalies only).
	May Day	Muslims ...	All existing holidays.

In granting the above holidays underground worker and surface working should be treated alike.

Share in profits.

Unless the employees are assured of a share in the profits of the Mine, they will not be interested in increasing the production. During the pre-war years, the Mining Companies made enormous profits and the workers grudgingly looked on. During the War and after, the price of gold increased five-fold but the only party that benefited by this rise is the Government. Employees were not treated fairly. This unfair state of affair must cease. The employees, employer and the Government should have equitable share in the profit.

IV. Work Load.

The workers have been underfed for the past 7 years. This is not the opportune moment to impose any work load. In many departments, it is virtually impossible to fix any work load. Any arbitrary imposition of work load may lead to harassment of workers by their bosses and consequent unrest.

APPENDIX I.

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Monthly Expenses of a typical unskilled labourer's family of six members.

Food—

		Rs.	a.	p.
Grains, Rice or Wheat (purchased at Ration Depot) Rice 36 srs. and Ragi 9 srs.	...	11	12	0
Purchase from the Black Market, Rice 9 srs.	...	10	2	0
Ragi 21 ,,	...	10	8	0
Jaggery 4 viss	...	4	0	0
Coffee 1½ lbs.	...	3	6	0
Milk and Curds	...	6	0	0
Dhal 4 seers	...	2	12	0
Blackgram Dhal ½ seer	...	0	12	0
Gingely Oil 4 bottles	...	4	10	0
Cocoanut oil	...	0	8	0
Soapnut Powder	...	0	8	0
Chillies 1 viss	...	3	2	0
Tamarind ½ viss	...	0	8	0
Salt 3 seers	...	0	6	0
Onions and other condiments	...	5	0	0
Vegetables including Cocoanuts	...	9	0	0
Meat, Fish or Eggs	...	8	0	0
Fuel and lighting	...	10	0	0
Washing and Dhobi	...	3	0	0
House rent	...	5	0	0
Average monthly expenses on clothing	...	5	0	0
Pots, Furniture, Travelling, Education, Medical treatment and Sundries	...	5	0	0
Savings for Marriages, Festivals and other Ceremonies	...	5	0	0
Entertainments and other conveniences	...	5	0	0
Total	...	118	14	0

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The K.G.F. Electricity Department Labour Association.

Underground Electrical Employees Section Daily Wages Schedule.

			Minimum. Rs. a. p.
Head Maistries and Head Chargemen ...		...	8 4 0
Maistries and Chargemen ...		...	6 14 0
Telephone Operators	1st Grade	...	5 14 0
	2nd Grade	...	4 15 0
Telephone Maintenance Inspectors ...		...	6 2 0
Electric Fitters Wiremen Cable ...	1st Grade	...	5 14 0
Jointers Telephone and signal Fitters ...	2nd Grade	...	4 12 0
	3rd Grade	...	4 3 0
Cable Laying Hands ...		...	3 13 0
Battery charging station Chargemen ...		...	5 14 0
Battery charging station Attendants ...	1st Grade	...	4 12 0
	2nd Grade	...	4 3 0
Craftsmen Assistants ...		...	2 0 0
Tea Boys ...	1st Grade	...	3 13 0
	2nd Grade	...	3 3 0

Surface Electrical Employees Section Daily Wages Schedule.

			Minimum. Rs. a. p.
Head Maistries and Head Chargemen ...		...	7 13 0
Maistries and Chargemen ...		...	6 11 0
Telephone Operators ...	1st Grade...		5 11 0
	2nd „ ...		4 9 0
Electrical Fitters Wiremen ...	1st „ ...		5 8 0
Armature Winders Cable Jointers ...	2nd „ ...		4 12 0
Telephone Fitters ...	3rd „ ...		4 0 0
Power Linesmen and Telephone ...	1st „ ...		5 2 0
Linesmen ...	2nd „ ...		4 6 0
	3rd „ ...		3 10 0
Sub-Station Attendants... ...	1st „ ...		3 13 0
	2nd „ ...		3 3 0
Craftsmen Assistants ...	...	...	1 12 0
Labourers ...	...	...	1 8 0
Boys ...	...	...	1 4 0

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Kolar Mines Power Station Wage Schedule.

			Minimum. Rs. a. p.
Assistant Charge Operators	...	1st Grade...	6 14 0
		2nd „ ...	5 8 0
		3rd „ ...	4 9 0
Junior Operators ...	...	...	3 10 0
Maistries ...	...	...	6 11 0
Electrical Fitters and Wiremen	...	1st Grade...	5 8 0
		2nd „ ...	4 12 0
		3rd „ ...	4 0 0
Fitters and Machinists ...	...	1st „ ...	5 2 0
		2nd „ ...	4 6 0
		3rd „ ...	3 10 0
Battery Attendants ...	...	1st „ ...	4 6 0
		2nd „ ...	3 10 0
Firemen and Machine Attendants	...	1st „ ...	4 6 0
		2nd „ ...	3 8 0
		3rd „ ...	3 0 0
Mason ...	...	1st „ ...	4 9 0
		2nd „ ...	3 6 0
Craftsmen Assistants ...	...	...	1 12 0
Boys ...	...	...	1 4 0

Surface Mechanical and other Employees Section
Daily Wages Schedule.

			Minimum. Rs. a. p.
Head Maistries and Head Chargemen	...	...	7 13 0
Maistries and Chargemen	...	...	6 8 0
Fitters and Machinists ...	...	1st Grade...	5 2 0
		2nd „ ...	4 6 0
		3rd „ ...	3 10 0
Welders ...	...	1st „ ...	4 15 0
		2nd „ ...	4 3 0
		3rd „ ...	3 6 0
Blacksmith, Carpenters and Moulders	...	1st „ ...	4 12 0
		2nd „ ...	4 0 0
		3rd „ ...	3 6 0
Hammermen ...	...	...	2 8 0
Masons, Painters and Tinkers	...	1st Grade...	4 9 0
		2nd „ ...	3 6 0
Motor Transport Drivers	...	...	3 13 0
Store Issuers Store Maistry	...	...	4 6 0
Storemen ...	...	1st Grade...	3 10 0
		2nd „ ...	3 0 0
Sweepers Line Maistries	...	...	3 6 0
Craftsmen Assistants ...	...	...	1 12 0
Labourers water tank watchmen Sweepermen.		...	1 8 0
Boys ...	...	...	1 4 0
Surface Women ...	...	...	1 8 0

APPENDIX III(e) 360

STATEMENT SUBMITTED TO THE MINIMUM WAGE BOARD.

By

The Nundydroog Mine Labour Association,
Oorgaum, K.G.F.

Minimum Wages.

Minimum wages must be living wages. According to modern conception, living wages of an unskilled worker should be such as to enable him and his dependents to lead a healthy life, and earnings of the wage-earner must be such as to meet all expenses of the family which would make every member of the family fit to be a cultured and useful member of the society. The minimum wages of a skilled worker must be adequate to purchase him extra amenities in life.

From the inception of this Mine, minimum wages were never fixed according to the above mentioned criterion. The wages received by the labourers are fixed arbitrarily motivated by profit consideration. Humanitarian or social ideas never came into play when fixing these wages.

The present wages are unjust and inadequate to keep the body and soul of the labourer together. While the cost of living has gone up five-fold, the wages have gone up only less than three times. Hence the labourers are right in demanding higher rates of wages.

It is idle to compare Gold Mining industry with any other industries in India as gold mining is done only in Kolar Gold Fields, and nowhere in other parts of India. The mining employees are working in unnatural conditions in the bowels of earth and their wages must be such as to compensate the enervating influence of mining work.

It is contended that the Field is a rural area. But the economy obtaining in the Fields is neither rural nor urban but that of a camp which is necessarily more expensive than either. The cost of living index will easily prove that it is so.

Comparison of Wages.

We would request the Board to compare the wages of the mining labourers with those of the Postal Department, Railway Department, and other employees of the Central Government.

Categories of Employees.

In fixing the minimum wages, this Board is empowered to fix the daily wages and monthly salaries of all the employees who are not engaged by the Mining Companies on special agreements.

The fall in the productive efficiency of the workers is directly due to malnutrition. Unless the worker is paid adequately to keep his body strong, production cannot increase. We can safely prophey that if the worker is paid living wages, productive efficiency will increase.

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Mismanagement and Top-heavy administration.

Though the permanent employees are paid low, the covenanted employees, both Indian and Foreign, are paid huge salaries that high officials of the Government of India may envy. It is this class of employees which swallows a good share of the income of the Mining Companies, so that low-paid employees are always left in want and misery. If proper enquiries are made, it will be found that many of them are uselessly employed and their high salaries can be cut to reasonable level so that it may benefit the real toilers.

Conclusion.

In concluding the statement, we would urge that it must not be the policy of the authorities to prolong the life of the mines on inadequate wages. We trust that this Board will make effective recommendations that the question of wages will be settled once for all, and the labourers will settle down to do their useful work for the benefit of the nation.

C. RAJARATHNAM,
Vice-President.

Dated 29th November 1949.

APPENDIX III-(f).

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By

The Oorgaum Mine Labour Association,
Oorgaum, K.G.F.

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Categories of Employees.

In fixing the minimum wages, this Board is empowered to fix the daily wages and monthly salaries of all the employees who are not engaged by the Mining Companies on special agreements.

The fall in the productive efficiency of the workers is directly due to malnutrition. Unless the worker is paid adequately to keep his body strong, production cannot increase. We can safely prophesy that if the worker is paid living wages, productive efficiency will increase.

Mismanagement and Top-heavy Administration. 363

Though the permanent employees are paid low, the covenanted employees, both Indian and Foreign, are paid huge salaries that high officials of the Government of India may envy. It is this class of employees which swallows a good share of the income of the Mining Companies, so that low-paid employees are always left in want and misery. If proper enquiries are made, it will be found that many of them are uselessly employed and their high salaries can be cut to reasonable level so that it may benefit the toilers.

Conclusion.

In concluding the statement, we would urge that it must not be the policy of the authorities to prolong the life of the mines on inadequate wages. We trust that this Board will make effective recommendations that the question of wages will be settled, once for all, and the labourers will settle down to do their useful work for the benefit of the nation.

GANGADARAM,
President.

Dated 29th November 1949.

APPENDIX III (g).

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STATEMENT SUBMITTED TO THE MINIMUM WAGE BOARD.

By

The Champion Reefs Mines Labour Association,
Champion Reefs, K.G.F.

Minimum Wages.

Minimum wages must be living wages. According to modern conception, living wages of an unskilled worker should be such as to enable him and his dependents to lead a healthy life, and earnings of the wage-earner must be such as to meet all expenses of the family which would make every member of the family fit to be a cultured and useful member of the society. The minimum wages of a skilled worker must be adequate to purchase him extra amenities in life.

From the inception of this Mine, minimum wages were never fixed according to the abovementioned criterion. The wages received by the labourers are fixed arbitrarily motivated by profit consideration. Humanitarian or social ideas never came into play when fixing these wages.

The present wages are unjust and inadequate to keep the body and soul of the labourer together. While the cost of living has gone up five-fold, the wages have gone up only less than three times. Hence the labourers are right in demanding higher rates of wages.

It is idle to compare Gold mining industry with any other industries in India as gold mining is done only in Kolar Gold Fields, and nowhere in other parts of India. The mining employees are working in unnatural conditions in the bowels of earth and their wages must be such as to compensate the enervating influence of mining work.

It is contended that the Field is a rural area. But the economy obtaining in the Fields is neither rural nor urban but that of a camp which is necessarily more expensive than either. The cost of living index will easily prove that it is so.

Comparison of Wages.

We would request the Board to compare the wages of the mining labourers with those of the Postal Department, Railway Department, and other employees of the Central Government.

Categories of Employees.

In fixing the minimum wages this Board is empowered to fix the daily wages and monthly salaries of all the employees who are not engaged by the Mining Companies on special agreements.

The fall in the productive efficiency of the workers is directly due to malnutrition. Unless the worker is paid adequately to keep his body strong, production cannot increase. We can safely prophesy that if the worker is paid living wages, productive efficiency will increase.

Mismanagement and Top-heavy Administration. 365

Though the permanent employees are paid low, the covenanted employees, both Indian and Foreign, are paid huge salaries that high officials of the Government of India may envy. It is this class of employees which swallows a good share of the income of the Mining Companies, so that low-paid employees are always left in want and misery. If proper enquiries are made, it will be found that many of them are uselessly employed and their high salaries can be cut to reasonable level so that it may benefit the toilers.

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P. THARAMANY,
Secretary.

Dated 29th November 1949.

APPENDIX III(b). 366

STATEMENT SUBMITTED TO THE MINIMUM WAGE BOARD.

By

The Mysore Mine Labour Association,
Marikuppam, K.G.F.

Minimum Wages.

Minimum wages must be living wages. According to modern conception, living wages of an unskilled worker should be such as to enable him and his dependents to lead a healthy life, and earnings of the wage-earner must be such as to meet all expenses of the family which would make every member of the family fit to be a cultured and useful member of the society. The minimum wages of a skilled worker must be adequate to purchase him extra amenities in life.

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Mismanagement and Top-heavy Administration.

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Conclusion.

In concluding the statement, we would urge that it must not be the policy of the authorities to prolong the life of the mines on inadequate wages. We trust that this Board will make effective recommendations that the question of wages will be settled once for all, and the labourers will settle down to do their useful work for the benefit of the nation.

S. A. BHONSLE,
Secretary.

Dated 29th November 1949.

APPENDIX IV.

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MINIMUM WAGE BOARD.

THE STATEMENT OF THE FOUR MINING COMPANIES AND ELECTRICITY DEPARTMENT.

This statement is filed at the request of the Chairman of the Minimum Wage Board, *Rajadharmaprasakta* C. Subrahmanya Aiyar, B.A., B.L.

Minimum Wage.

It is submitted that the Mysore Minimum Wages Act does not define the term "Minimum Wage," but from the explanations given in Section 5, it is assumed that it means a living wage. It is therefore suggested that before the Wage Board investigations commence, the prevailing rates of wages and the cash value of the other benefits and concessions available to the employees must be understood. If the sum total of these benefits does not constitute a minimum wage for a worker in the Mining and Metallurgical industry, then only can the Wage Board make recommendations.

Factors governing wage fixation as mentioned above are :—

(*a*) The productivity of labour.
(*b*) The prevailing rates of wages in the same or similar occupations in neighbouring localities.
(*c*) The level of the national income and its distribution.
(*d*) The place of the industry in the economy of the State.
(*e*) The capacity of the Industry to pay.

Productivity of Labour.

On the Kolar Gold Field, the productivity of labour and output has decreased whilst wages have steadily increased. Labour cost per ton of ore has increased from 100 in 1939 (base) to 335·2 in 1948, *i.e.*, about 3½ times, with a fall in the index of production from 100 to 64·8, as will be seen from Table I. (Annexure).

Wages, Cost of Living and Dearness Allowance.

The basic wages paid in the Kolar Gold Field for daily rated workers are set out in a carefully graded schedule and range from As. 13 for a labourer to Rs. 3-13-0 for a skilled workman. This schedule which contains 163 grades has been evolved from those of 1931, 1934 and 1942 and provides for regular biennial increments. It is the opinion of the Management that the prevailing wage rates for the various grades of workmen are fair and reasonable.

In addition to basic wages, the following payments or direct benefits are granted to workers :—

	Rs.	a.	p.	
Dearness Allowance	22	0	0	per month
Attendance bonus	1	8	0	Do.
Underground attendance bonus of extra half shift to workers, who attend for 6 consecutive days. ...				
Cash value of rations issued at special rates	2	9	9	Do.

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Where conditions permit every possible encouragement is given to certain workers to earn more money in the form of production bonuses for special work, and during 1949 approximately 3,500 workers were paid such bonuses each month.

The Dearness Allowance of Rs. 22 per month is much higher than the general level of that paid in the State for Government owned or managed concerns, which is Rs. 18 in Bangalore and Rs. 15 in Mysore.

The cost of living index for Kolar Gold Field in August 1949 was 315·4 points compared with 301·6 in Bangalore and 300·8 in Mysore.

The lowest paid workers in the Kolar Gold Field Mining and Metallurgical industry (excluding boys and women) are newly engaged labourers, the basic rates of pay being Re. 0-13-0 per day for surface and Rs. 1-1-0 for underground *plus* the additional benefits mentioned above. Thus the monthly earnings of such labourers are:—

	Surface	Underground
	Rs. a. p.	Rs. a. p.
Basic wage per day	0 13 0	1 1 0
Basic wages for 26 days	21 2 0	27 10 0
Attendance bonus for 26 days	1 8 0	1 8 0
Additional 2 shifts bonus	...	2 2 0
Dearness allowance	22 0 0	22 0 0
Cash value of supply of cheap food ...	2 9 9	2 9 9
Total ...	47 3 9	55 13 9

On the same basis as the above, the worker in the highest grade underground at Rs. 3-13-0 per day would earn Rs. 131-5-9.

Taking the industry as a whole the average direct cost of each daily rated employee is Rs. 2-6·98 annas per day or Rs. 63-5·48 annas per month. This does not include leave pay, sick pay, service gratuity, provident fund, medical treatment, clothing allowance, sanitation, welfare, housing and other facilities the average cost of which is Rs. 8·28 annas per day or Rs. 13-7·28 annas per month bringing the total cost of each employee to Rs. 76-12·76 annas per work-month of 26 days.

An analysis of the prevailing rates of wages together with other concessions and benefits whose value has to be considered when fixing the minimum living wage, indicates that the industrial labour at Bangalore, Mysore, Bhadravati and Mandya earn less than their counterparts on the Field, even in surface occupations. The following Table II illustrates this:—

TABLE II.

	K.G.F.	*Bangalore	*Mysore	*Mandya	*Bhadravati
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Basic wage ...	21 2 0	*19 8 0	*19 8 0	*16 4 0	*16 4 0
Dearness Allowance ...	22 0 0	*24 0 0	*21 8 0	*16 0 0	*12 0 0
Other concessions ...	1 8 0	...	†1 11 0	...	...
Food subsidisation ...	2 9 0	...	...	...	...
	47 3 9	43 8 0	42 11 0	32 4 0	28 4 0

†S.K. Mills only

*Only surface unskilled minima of wages and D.A. in representative sets of industries in the above centres are averaged.

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We consider that the present earnings of all classes of labour are, under existing conditions, very liberal and will stand comparison with any other industry in the State.

The increase in the earnings of daily rated workers in recent years is shown in Table III (Annexure).

National Level of Income.

As published in the India Labour Year Book, the statistics given below (Table IV) indicate the earnings of workers in important industrial centres in India up to the end of 1947.

TABLE IV.

	1939	1946	1947
	Rs.	Rs.	Rs.
1. Bombay	370·4	812·8	977·9
2. Delhi	309·4	837·2	877·7
3. Bihar	415·5	544·0	819·8
4. Kolar Gold Fields	*312·89*	*528·02*	*795·17*
5. Assam	263·7	687·5	755·5
6. U.P.	235.6	593·6	672·8
7. C.P. & Berar	...	497·7	573·8
8. Madras	175·9	422·2	560·3
9. Ajmer-Merwara	163·7	447·8	438·4

Although the Field is a rural area, the earnings even in 1947 here come next to those in the great cities such as Bombay and Delhi.

Categories of Employees in the Scheduled Employment.

While the Act states in Section 3 that the minimum wages are to be fixed for employees in the scheduled employment, it is clear from the general wording of the Act and particularly from the use of the expression "Minimum Wages" that the classes of employees contemplated are the daily rated wage earners, the working class, and not those who are employed on monthly salaries or engaged in supervisory categories.

The bulk of occupations in the Mining and Metallurgical operations are of a semi-skilled and unskilled nature and the method of fixing minimum wages should be appropriate to those categories. Employment above Assistant Foremon Grade is monthly rated and therefore governed by different terms of engagement. The salaries and emoluments of the Supervisory and Office Staff categories, have no direct relation to the Minimum Wages and other concessions that the daily rated enjoy. It is submitted that the monthly rated and supervisory staff *does not* come within the ambit of the Wage Boad. In this connection, it would not be out of place to quote the considered opinion of the Government of India Fair Wage Committee on the classes of workers for whom fair wages should be determined :—

> "..... After discussion came to the conclusion that in the initial stages, in view of administrative and other difficulties provision need be made for the fixation of fair wages of only categories up to the supervisory level." (Page 19).

It is therefore suggested that in so far as this Minimum Wage Board is concerned the question of Minimum Wages be considered for

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those occupations and categories shown and provided for in the current Wages Schedule of each Mine and Electricity Department, copies of which have already been submitted.

Work Loads.

It is assumed that this means the minimum amount of work which is to be done in a given time for a fixed wage rate. The diversity and nature of the operations which compose the Mining and Metallurgical industry are such that they preclude the fixing of standard work loads, although by practical experience an approximate assessment of the time required to execute certain operations can be made. It is however possible for men engaged on certain classes of work to earn a production bonus and wherever this is practicable, every incentive to the worker is given. These bonuses are however computed on a monthly basis in most cases so as to compensate for conditions such as hardness of rock which may vary from day to day and mine to mine.

Economics of the Industry.

A mine cannot be compared to a factory where any increase in costs is passed on to the consumer; the price of gold is beyond the control of the Management. It must be remembered too that while the very name Gold Mine conjures up visions of untold wealth to the layman, work at depths approaching 9,000 feet is a very costly proceeding, the planning of which requires technical knowledge of the highest order.

The following extract from a recent speech of Sri M. A. Srinivasan, B.A., the Chairman of the Mysore Gold Mining Company is relevant :—

> "The longevity of a Gold Mine is the result of several factors some of which are peculiar to the Industry. One of the requisites is the continuous and often hazardous search for new ore hidden in the bowels of the earth; a second factor is the constant widening of the operational horizon by improved technical methods and the installation of costly modern equipment; and third and significant factor is the utilization of the lower grades of ore. The pay line—by which I mean the grade of ore that it just pays to mine—sternly decrees what shall be ore and what shall be mere stone. Ore above the pay-line creates wealth and employment, ore below it is waste rock or dirt for all the gold it may contain—waste rock that will lie buried deep not even usable as road metal. A lowering of the pay-line like the touch of Midas transmutes rock into gold."

Since 1939 the price of gold has shown a steady increase but inspite of this the gold mining industry has become impoverished, the most outstanding factors being—

1. the fall in the productive efficiency of the workers,
2. enormously increased costs of production due to increased wages and costs of materials,
3. a crippling series of strikes,
4. the burden of taxation, and
5. the lack of finance for development.

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One of the greatest needs of the industry is a fair day's work for a fair day's pay and although labour has, in recent years, received substantial increases in pay, there has been a considerable decline in productivity.

One vital point is that gold taken from the Mine cannot be replaced, that is, there can be no succession of crops as in agriculture. For this reason there must be constant search for new ore bodies which involves the outlay of large sums in capital expenditure on which no returns will be made for many years and which in many cases will be a total loss.

Conclusion.

These problems should be borne in mind by the Wage Board, and should form the bed-rock of any advice which may be tendered to Government on the question of Minimum Wages in the Industry.

It should be emphasised that even at the existing wage levels, two of the Companies will not be in a position to pay a dividend this year. Therefore it is submitted that the problems before the Wage Board have to be realistically considered to ensure that the industry which has provided the means of livelihood for a population of 1½ lakhs for over 67 years may continue to do so for many years to come and play the part it should in the national economy of the Country.

For and on behalf of

The Nundydroog Mines, Limited,
The Ooregaum Gold Mining Co. of India Limited,
The Champion Reef Gold Mines of India Limited,
The Mysore Gold Mining Co, Limited,
The K.G.F. Electricity Department,

JOHN TAYLOR & SONS (INDIA) LTD.,
Managers and Secretaries,

ARTHUR H. E. TAYLOR,
Vice-Chairman.

OORGAUM,
1st November 1949.

TABLE I.

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Employment, Wages and Earnings and Production Trends.

Year	Number of employees		Earnings of employees	
	No.	Index	Total wages bill	Average per worker per year
1	2	3	4	5
			Rs.	Rs.
1939 ...	25,222	100	78,89,895	312·82
1940 ...	26,079	103·4	79,56,733	305·06
1941 ...	25,506	101·1	86,62,597	339·63
1942 ...	23,956	95	92,11,192	384·61
1943 ...	21,803	86·4	92,60,918	449·10
1944 ...	18,920	75	88,11,561	465·78
1945 ...	17,237	68·3	86,04,801	499·18
1946 ...	18,806	74·6	99,48,750	529·02
1947 ...	20,559	81·5	163,47,972	795·17
1948 ...	22,802	90·4	162,32,165	711·88

Year	Money value of other benefits including statutory payments		Total		
	Total	Average per worker per year	Columns 4 & 6	Average per worker per year columns 5 & 7	
				Amount	Index
	6	7	8	9	10
	Rs.	Rs.	Rs.	Rs.	
1939 ...	1,70,467	6·76	80,60,362	319·58	100
1940 ...	2,78,800	10·69	82,34,533	315·75	98·8
1941 ...	4,15,173	16·28	90,77,770	355·91	111·4
1942 ...	4,57,378	19·09	96,68,565	403·60	126·3
1943 ...	3,67,413	16·89	100,18,331	459 49	143·8
1944 ...	3,59,653	19 01	91,71,204	484·74	151·7
1945 ...	7,95,378	42·66	93,99,674	541·84	169·5
1946 ...	6.45,547	34·33	105,94,297	563·35	176·3
1947 ...	6,74,933	22·83	170,22,905	828·00	259·1
1948 ...	12,77,193	56·01	175,09,358	767·89	240·3

Year	Production			
	Tons	Ounces	Index of tons milled	Index of total earnings per ton of ore milled
	11	12	13	14
1939 ...	8,01,787	3,14,644	100	100
1940 ...	7,61,408	2,89,483	95	107·6
1941 ...	8,04,086	2,85,955	100·8	112·3
1942 ...	6,39,417	2,60,336	79·7	150·4
1943 ...	6,51,819	2,52,353	81·3	152·9
1944 ...	4,69,884	1,87,921	58 6	194·2
1945 ...	4,50,507	1,68,407	56·2	206 2
1946 ...	4,12,041	1,31,758	51·4	255·8
1947 ...	5,08,217	1,71,782	63·4	338·2
1948 ...	5,19.555	1,80,085	64·8	335·2

TABLE III.

*KOLAR GOLD FIELD.

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Statement showing Typical Payments and Progressive Increase in Earnings of Daily Rated Employees.

(Excluding Statutory Payments.)

	Per shift per worker									
	Year 1939		July 1946		July 1947		Year 1948		September 1949	
	Rs.	As.	Rs.	As.	Rs.	As.	Rs.	As.	Rs.	As.
I. Direct Payments—										
1. Wages and Sundry Bonuses	...	11·64	1	1·14	1	3·48	1	5·39	1	5·47
2. Attendance Bonus	...	2·28	...	0·67	...	1·35	...	1·49	...	0·72
2(a). Shift Bonus	...	...	...	...	...	...	...	...	...	0 77
3. Dearness Allowance	...	...	...	8·61	...	11·47	...	11·51	...	14 12
4. Cost less Sale Price of Food	...	...	...	1·02	...	0·54	...	0 63	...	1 23
Total	...	13.92	1	11·44	2	0·84	2	3·02	2	6·31
II. Special Allowance—										
5. Leave Pay	...	...	...	0·73	...	1·00	...	0·91	...	1·24
6. Sick Pay and Maternity benefit.	...	0 20	...	0·42	...	0·29	...	0·36	...	0·32
7. Service Gratuity and Provident Fund.	...	0·09	...	0·98	...	1·34	...	1·42	...	1·84
8. Clothing Allowance	...	...	...	0·15	...	0·82	...	0·80	...	0·29
8(a). War Relief Bonus	...	...	...	...	...	3·97	...	...	...	...
Total	...	0 29	...	2·28	...	6·92	...	2·99	...	3·19
III. Services—										
9. Medical Establishment	...	0·46	...	0·92	...	1·11	...	1·33	...	1·32
10. Sanitation	...	0·41	...	0·76	...	0·87	...	1·31	...	1·34
11. Food Administration	...	...	...	0·24	...	0·21	...	0 25	...	0·24
12. Welfare	...	0·15	...	0·32	...	0·29	...	0·55	...	0·56
13. Loss on Housing	...	0 36	...	0 73	...	0·66	...	1·05	...	1·19
14. Miscellaneous including Light, Water and Transport, etc.	...	0·38	...	0·44	...	0 52	...	0 70	...	0·71
Total	...	1·76	...	3·41	...	3·66	...	5·19	...	5·86
Grand total	...	15·97	2	1·13	2	11·42	2	11·20	2	14·86
Average number of persons employed per Mine.		...		...		...		6,926		6,859
Average shifts worked per month per man.		...		...		...		23·29		24·33

* Kolar Gold Field Electricity Department excluded.

APPENDIX IV-(a).

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REPLY BY THE MINING COMPANIES AND ELECTRI DEPARTMENT IN ANSWER TO THE ASSOCIATI WRITTEN STATEMENT.

The historical remarks in para 1 of the Associations' state are irrelevant to the terms of reference of this Board. Howeve suggestion that labour has been exploited on the K.G.F. is emp cally denied.

In para 2 under " Present economic position of labour in K.G a statement is made that the average indebtedness of a work about Rs. 200.

The considered opinion of the Mining Companies is that the months' Relief Bonus granted in September 1947 as well as increased pay and allowances received since should have neutra this indebtedness to a large extent but it must be remembered social customs are a contributory cause while credit is easy to o at high rates of interest. However, if labour resort to frequent i strikes as they have done from 1946 onwards, their indebtedne bound to increase by their own acts or omissions, for which Mining Companies cannot be held responsible.

Proposals for the Fixation of Wages.

Under this heading there are a number of items on which Government was advised by the Pay Commission and it is subm that this Board is not empowered to investigate them. They are

(1) Overtime.
(2) Dress Allowance.
(3) Housing.
(4) Sickness Insurance.
(5) Service Pay.
(6) Provident Fund.
(7) Privilege Leave.
(8) Contract System.
(9) Holidays with pay.

Notwithstanding this, however, the Companies have expre below their considered views on some of the points raised in Associations' statement, as they do not wish to be obstructive :—

1. *Basic Wages.*

The suggestion of a Minimum Wage of Rs. 1-8-0 per day as forward by the Labour Association seems to be based on the idea t wages are to be considered as a species of welfare payment and no a *quid pro quo* for a contribution to the economy of the Industry State.

The claim apparently is not that they are paid too little for w they do, (see the objection to considering any form of " work load on the grounds of sufficient food not being available to enable worker to do his best, etc., etc.) but that they are not getting enough which to keep a wife and family and to meet expenses connected w

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l customs of the country. This is entirely irrelevant to any economic doctrine, whether Capitalist, Socialist, or Commu- of which consider wages as a reward for economic services d.

h a perversion of the true nature of wages means, in the old Field Mining and Metallurgical Industry, that they would elation to the economic value of the worker, or to the cost of duction, and therefore to the ability of the Industry to pay.

hould be clearly recognised that because a man cannot earn o keep his family in a particular job, it may be an argument ging his employment rather than for raising the wages of his job.

an be definitely stated that no man employed on the K.G.F. n a few very special cases, can change his employment either re State or in the neighbouring districts of the Madras Presi- nd earn as much wages, either in cash or kind.

is therefore reiterated that under present economic conditions country the wages paid on the K.G.F. Mines are more than eward for the work performed and are as much as the Industry ord.

2. *Periodical Increment.*

he rates of increments now asked for are unreasonable. The ng rates of biennial wage increments on a graduated scale are nable, equitable and adequate and compare more than favourably any other schedule of wages of which the Companies are aware.

The proposal to give effect to the suggested Schedule of Wage s retrospectively is rejected as unnecessary and impracticable. ecessary adjustments in respect of service in grades were effected r the Management's concessions granted in April 1947.

3. *Dearness Allowance.*

The rates of Dearness Allowance granted by the Mining Companies ve been largely guided by the rates fixed by Government for their n employees. The Government rates are still Rs. 12 and Rs. 15 for ir own employees on the Kolar Gold Field. It must be remembered t Dearness Allowance is only one element of the total emoluments. e statement by the Associations that Dearness Allowance should be same as Government of India rates lacks justification, as these are on a par with those paid by the Government of Mysore and must ve a regional aspect related to the local cost of living index.

4. *Overtime.*

Overtime is worked only whenever necessary and is paid for at times the basic wage, which rate the Associations themselves ccepted as reasonable in 1946, when the new Wages Schedule was greed upon. There is no valid reason why it should be increased.

5. *Night Shift Allowance.*

As far as we are aware there is no precedent on any Mine in any rt of the World.

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6. *Dress Allowance.*

This allowance was introduced in 1941 as part of the Safety First Campaign to protect underground workers from minor injuries. The allowance was increased from Rs. 6 to Rs. 10 in 1947. The Rs. 10 per annum now being paid is considered adequate in view of the reduced price of cloth. Special dress is unnecessary for the safety of surface workers, and therefore no necessity for a dress allowance.

7. *Housing.*

There is no obligation whatever to provide housing. Nevertheless the Management has provided housing facilities and over 60 per cent of their labour are living in houses provided by the Management. A large proportion of the remainder have permanent homes in villages and decline to live in the Labour Lines even when offered houses. Efforts are not being spared to make good a deficiency of housing accommodation for those who want it. The Management's building programme has been curtailed owing to non-availability of housing materials. In the meanwhile Government has passed an Employees Housing Act and plan to develop Housing Corporations and to build labour colonies. The demand for house rent allowance is not accepted.

8. *Scavenging Allowance.*

The scale of this request has no parallel in India. The family income of scavengers may be considered the highest of any class of labour.

9. *Welders, Mill Workers' Allowance.*

Eye screens are provided and should be used. If they are used properly no harmful effect can ensue. No instances of injury to the eyes of Welders have come to the notice of the Companies' Hospital authorities; so there is no case for any special allowances. Also in regard to the Mill workers and workers in the Metallurgical plant referred to in the Oorgaum Association's statement, there is no case for any special allowance as claimed.

10. *Sickness Insurance.*

Sick pay amounting to approximately $\frac{3}{4}$ full pay is allowed to all employees attending the Companies' Hospital. The scales of Accident and Silicosis Compensation are as prescribed in Schedule IV of the Mysore Workmen's Compensation Act, 1928. Temporary Accident Compensation commences from the date of accident.

As far as the Management are aware, uncomplicated Tuberculosis is not a compensatable industrial disease anywhere in the World.

11. *Service Pay.*

The Provident Fund has taken the place of the Old Service Gratuity Scheme. The Management is NOT agreeable to both of them being co-existent. The Provident Fund Scheme is adequate. At present the Service Gratuity Scheme is at the rate of about $\frac{1}{2}$ month's pay per year of Service and Certified Service in any of the Mining or Auxiliary concerns on the Field. Only a very small percentage of the workers have elected to remain in this Scheme.

12. *Provident Fund.* 378

Six and a quarter per cent, *i.e.*, one anna in the Rupee has been found to be the most common contribution rate adopted by many Industries and Government Departments. It is adequate.

13. *Privilege Leave.*

In the light of the following statement it is contended that there is no need for further reduction in the number of qualifying days. Any additional leave with pay is not acceptable :—

	Company		Contract
	Surface Company	Underground Company	Underground Contract
Number of days in year	365	365	365
Number of Sundays	52	52	52
Balance	313	313	313
Deduct	15	22	22
Number of days of Privilege Leave ...	(13+2)	(20+2)	(20+2)
	298	291	291
Now required to work for full Privilege Leave.	270	270	250
Days (Spare)	28	21	41

14. *Working Hours.*

A reduction in the working hours underground from 8 to 6 per shift would be detrimental to output. With regard to surface work, the Factories Act provides an 8-hour shift. Hence these demands cannot be conceded.

15. *Holidays with Pay.*

The conceding of additional holidays can be considered only as affecting Privilege Leave.

16. *Share in Profits.*

In view of the fact that both the Indian Dominion Government and the Mysore Government have appointed Expert Committees to examine and report on this, the Management feels it would be advisable to await the reports of these Committees.

17. *Work Loads.*

While not accepting the statement of the Associations that workers have been underfed, the Mining Companies refer the Wage Board to their views already expressed in their written Statements filed on 1st November 1949.

18. *Fathom Bonus.*

Where production bonus is now paid the Management is sympathetic towards a pro rata payment, if the absence is approved as being for *bona fide* reason.

19. *Monthly Expenses.* 379

In the opinion of the Management the typical family budget submitted by the Associations is exorbitant and based on a larger family than any taken as standard for one wage earner by the recognised authorities.

A more realistic budget would amount to less than half the total of Rs. 118-14-0 for a family consisting of husband, wife and two children under 14 years, equivalent to three adult consumption units (according to Lusk's coefficients of food requirements) as quoted in the Report of the Committee on Fair Wages, 1949.

For and on behalf of
The Nandydroog Mines, Limited,
The Oorgaum Gold Mining Co. of India, Ltd.
The Champion Reef Gold Mines of India, Ltd.
The Mysore Gold Mining Co., Ltd.
The K.G.F. Electricity Department.
John Taylor & Sons (India), Ltd.
Managers and Secretaries.

OORGAUM,
23rd November 1949.

ARTHUR H. E. TAYLOR,
Vice-Chairman.

APPENDIX V.

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Effect of an increase in daily rated pay at 3 annas per day (less Rs. 1-8-0 Attendance Bonus) and increase to monthly rated employees at Rs. 5 per month.

...	Mysore	Champion Reef	Oorgaum	Nandydroog	K. G. F. Elec. Dept.	Total
Daily rated—	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Increase per month-Basic shifts.	29,213	20,664	15,741	24,514	2,121	...
Add: Effect on overtime, sick & leave pay, shift bonus & provident fund.	9,635	6,811	4,885	6,137	912	...
	38,848	27,475	20,626	30,651	3,033	...
Less: Cost of Attendance Bonus.	7,900	5,136	4,180	6,220	725	...
	30,948	22,339	16,446	24,431	2,308	96,472
Monthly rated— Increase per month inclusive of overtime, etc.	2,403	1,772	1,135	1,375	411	7,096
Total cost per month	33,351	24,111	17,581	25,806	2,719	1,03,568
Total cost per annum	4,000,212	2,89,332	2,10,972	3,09,672	32,628	12,42,816

CHAMPION REEFS,
2nd February 1950.

C. SUBRAHMANYA AIYER,
Chairman.

APPENDIX VI.

FORM No. (1). 381

Enquiry into the family budgets of Industrial Workers in.....

Date..... General No.....

1. Name of Industry ...	
2. Name of the head of the family. Address	
3. Religion and caste of the family.	
4. Place of birth (District) ... (Province) ...	
*5. Cause of migration ...	
6. Is the head of the family literate?	
7. Was the Head of the family continuously employed during the month of enquiry? If not please state the period and cause of each absence?	
8. How many children of school-going age (*i.e.*, between 6 and 11) are— (*a*) attending school ... (*b*) not attending school ... For what reason are those of school-going age not attending school? ...	
9. General remarks ...	

10. Family income and expenditure for the month of.....19

* This column should be filled only in cases where the head of the family was born elsewhere and migrated to this place.

Number and ages of persons in the family. 382

...	Men	Women	Children under 14 years		Relationship of each to the head of the family and age
			Male	Female	
Average number of persons residing at above address.	1·5	1·7	1·2	...	...
Dependents not living at above address.	...	...	...	...	...
Number of boarders ...	...	...	...	...	...

Family income of those residing at above address during the month of.....19

...	Wage-earners			Earnings in above month												
	Relationship of the head of the family	Age	Occupation (1)	Wages			Over-time pay			Additional income					Total		
										Amount			Source				
Men ...	1·24	...	...	Rs. ...	a. ...	p. ...	Rs. ...	a. ...	p. ...	Rs. ...	a. ...	p. ...	...		Rs. ...	a. ...	p. ...
Women ...	·04	...	...	...	...	...	...	...	...	...	...	...	...		...	...	...
Children — Male	...	...	...	...	...	...	...	...	...	...	...	...	...		...	...	...
Children — Female	...	...	...	...	...	...	...	...	...	...	...	...	...		...	...	...
Total amount of family income (2)	1·28	...	...	...	...	...	...	...	...	...	...	...	...		...	...	...

NOTES.—(1) *Occupation*:—The description of the occupation should be as definite as possible. Thus cotton mill worker is too general. The particular occupation should be specified, for example, cotton weaver or cotton spinner or again, not mechanic but fitter, blacksmith, etc., whatever it is.

(2) *Family Income*.—The monthly wages should include all bonuses regularly received but overtime pay should be entered separately. In the column for additional income should be entered any income which was received otherwise than in the regular course of employment, *e.g.*, income from agricultural land, boarders, etc., grain or other things in kind received from the village, etc.

Expenditure on food, fuel, lighting and rent. 383

Commodities (1) (Note.—This list may be altered according to what is purchased).	Bought at private shops			
	Total quantity in month	Total cost in month		
		Rs.	a.	p.
Food—				
Raw rice	9/16 seers	0	2	3
Boiled rice	35 ,,	8	11	9
Broken rice	2½ ,,	0	11	1
Ragi	36¾ ,,	2	10	0
Wheat	Very poor consumption.	0	0	3
Wheat flour		0	0	6
Soji		0	0	5
Blackgram dhal	½ seer	0	1	5
Tur dhal	3 seers	0	15	10
Bengalgram	⅛ seer	0	0	11
Bengalgram dhal	⅛ ,,	0	1	11
Avare dhal	¼ ,,	0	2	3
Karamani	⅛ ,,	0	1	3
Greengram	⅛ ,,	0	0	11
Sugar	¼ ,,	0	2	1
Jaggery, achu (retail)	One piece	0	0	5
Jaggery, coffee	1½ viss	0	10	0
Tea (powder or dust) (small)	One packet	0	0	4
Coffee seeds	2 seers	0	5	11
Coffee powder	Two tablets	0	0	5
Fish	1 lb.	0	8	1
Eggs	1 or 2	0	0	9
Fowls (once in two or three months)	...	0	2	8
Meat	3 seers	1	14	8
Milk	4 ,,	0	10	8
Curds and butter milk	1½ ,,	0	2	4
Ghee	¼ seer	0	4	0
Butter	Poor consptn.	0	0	1
Onions	1 viss	0	3	1
Vegetables	Retail	0	12	2
Fruits	1 plantain	0	0	2
Pickles and preserves	Retail	0	2	0
Gingelly oil	¾ viss	0	12	0
Cocoanut and copra	3	0	3	0
Groundnut oil	½ ,,	0	2	1
Salt	3½ seers	0	4	10
Chillies	⅝ viss	0	13	1
Tamarind	1 ,,	0	5	1
Coriander	1½ seers	0	3	10
Garlic	1 seer	0	2	1
Other condiments and spices	Retail	0	3	2
Meva (almonds, dates, etc)	...	0	0	0
Bread and biscuits	A dozen	0	1	8
Sweetmeats (consumed at home)...	..	0	0	0
Refreshments bought and consumed away from home.	...	0	10	7
Total expenditure on food	...	23	10	0

NOTE.—(1) Commodities.—Particulars should only be given for the commodities actually consumed by the family in the month referred to. If any commodities were brought which are not entered in the list, please specify the names of such articles and give particulars of quantities and cost.

Expenditure on food, fuel, lighting and rent—*concld.* 384

Commodities (1) (Note.—This list may be altered according to what is purchased.)	Bought at private shops			
	Total quantity in month	Total cost in month		
		Rs.	a.	p.
Fuel and lighting—				
Firewood	10½ maunds ...	1	8	5
Cowdung cakes	Retail ...	0	0	5
Castor oil	Nearly ½ seer ...	0	2	7
Candles	... ...	0	0	1
Electric lights	... ...	0	0	0
Charcoal	... ...	0	0	0
Kerosene oil	One bottle ...	0	3	11
Match boxes	3—4 boxes ...	0	1	8
Other fuel and lighting (*e.g.*, spirit, batteries, etc.) ...	... ...	0	0	0
Total expenditure on fuel and lighting ...	... ...	2	1	1
Rent—				
Actual rent paid by family including Municipal Tax (2).	...	0	10	9

(2) Rent.—Where more than one family occupies the same tenement, special care should be taken to enter only the share of the rent actually paid by family to which the budget refers.

Expenditure on clothing, shoes and other necessaries not bought every month.

Articles (Note.—The list of articles should be extended so as to include all those in use.) 1	Number of articles in use 2	Cost per article when bought 3			Total cost of articles 4			Estimated number of months that each article will last 5	Estimated cost per month on average 6		
		Rs.	a.	p.	Rs.	a.	p.		Rs.	a.	p.
Clothing for men—											
Dhoties ...	...	...	...	...	...	...	...	...	0	4	5
Pyjamas ...	...	...	...	...	...	...	...	...	0	0	3
Phetas ...	...	...	...	...	...	...	...	...	0	0	1
Caps ...	...	...	...	...	...	...	...	...	0	0	3
Trousers ...	...	...	...	...	...	...	...	...	0	3	2
Sweaters and vests	...	...	...	...	...	...	...	...	0	0	9
Coats ...	...	...	...	...	...	...	...	...	0	3	1
Shirts ...	...	...	...	...	...	...	...	...	0	4	6
Handkerchiefs ...	...	...	...	...	...	...	...	...	0	0	1
Socks ...	...	...	...	...	...	...	...	...	0	0	1
Towels ...	...	...	...	...	...	...	...	...	0	1	0
Bannians ...	...	...	...	...	...	...	...	...	0	0	8
Knickers ...	...	...	...	...	...	...	...	...	0	1	1
Total average expenditure per month.	...	...	...	...	...	...	...	...	1	3	5

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Expenditure on clothing, shoes and other necessaries not bought every month—*contd.*

Articles (*Note.*—The list of articles should be extended so as to include all those in use).	Number of articles in use	Cost per article when bought			Total cost of article			Estimated number of months that each article will last	Estimated cost per month on average		
1	2	3			4			5	6		
		Rs.	a.	p	Rs.	a.	p.		Rs.	a.	p.
For Women.											
Saries ...									1	2	5
Jackets ...									0	3	2
Upper cloth ...									0	0	1
Bodice ...									0	0	4
Total ...									1	6	0
For Male Children.											
Dhoties ...									0	0	1
Half-shirts ...									0	2	8
Pyjamas ...									0	0	3
Knickers ...									0	1	8
Coats ...									0	0	11
Caps and hats ...									0	0	1
Baby caps ...											
Stockings ...											
Total ...									0	5	8
For Female Children.											
Saries (small) ...									0	0	9
Davanis ...									0	0	4
Jackets ...									0	0	10
Gowns ...									0	1	8
Jumpers ...									0	1	1
Baby caps ...											
Total ...									0	4	8
Total Expenditure on all clothing.									3	3	9
Average Expenditure on clothing per month.											

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Expenditure on clothing, shoes and other necessaries not bought every month—*concld.*

Articles (*Note.*—The list of articles should be extended so as to include all those in use).	Number of articles in use.	Cost per article when bought			Total cost of articles			Estimated number of months that each article will last	Estimated cost per month on average		
1	2	3			4			5	6		
		Rs.	a.	p.	Rs.	a.	p.		Rs.	a.	p.
Umbrellas ...									0	0	4
Shoes or Sandals—											
For Men ...									0	1	11
For Women ...									0	0	1
For Children ...									0	0	1
Total ...									0	2	5
Total expenditure on clothing, umbrellas and shoes or sandals.									3	6	2

Instructions for filling up form on pages 131, 132 and 133.

List of articles.—All the articles used should be entered in column 1. The articles named are only inserted as samples.

Number of articles.—In column 2 should be entered the number of each article actually in use at the time of investigation, including changes of dress possessed by the family.

Cost per article.—In column 3 should be entered the price per article when purchased. If similar articles were purchased at different prices the prices should be entered separately and the number of articles at each price shown.

Total cost.—Column 4 will be obtained by multiplying the number in column 2 by the price in column 3.

Duration of articles.—In column 5 should be entered the total time which each article may be expected to last from the date of its purchase to the date when it is finally discarded as useless.

Cost per month.—Column 6 will be obtained by dividing the total cost in column 4 by the number entered in column 5.

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Actual expenditure incurred on bedding and household necessaries during the month of enquiry.

Articles (The list of articles should be extended so as to include all those in use)	Number of articles purchased	Total cost of articles		
	No.	Rs.	a.	p.
BEDDINGS*				
Cot or Charpoy ...				
Mattresses ...				
Blankets ...				
Sheets ...				
Beds ...				
Cradles ...				
Carpets ...				
Total ...				
HOUSEHOLD NECESSARIES.*				
Utensils ...				
Earthen Pots ...				
Lamps and Chimnies ...				
Pictures ...				
Furniture (chairs, table, etc.)				
Other Household necessaries.				
Total ...		0	3	6
Total monthly expenditure on bedding and Household necessaries.				

*Here show only the items purchased during the month of enquiry and the expenditure incurred on them.

Please state whether brass, aluminium or enamelled iron utensils are more in use,

Miscellaneous Expenditure.

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Items	Cost per month		
	Rs.	a.	p.
Tooth powder	0	0	1
Barber—5 shaves and a cut	0	9	1
Dhobi—10 clothes	0	5	3
Soap for washing—small bar	0	5	5
Toilet soap—1 or 1½ cakes	0	1	10
Soapnut powder—1½ seers	0	3	3
Hair oil—45 seers	0	2	7
Pan-supari—80 leaves and 1½ seers supari	0	7	4
Chewing tobacco—¼ seer	0	1	6
Bidies and Matches -11 bundles	0	8	2
Cigarettes—Two packets	0	1	8
Liquor*	0	1	0
Toddy—8-9 bottles	1	6	3
Opium			
Bangles—A dozen	0	2	1
Combs	0	0	1
Postage	0	1	8
Scavenger fee			
Travelling expenses to and from native place	0	4	2
Payment to dependent members of family not residing at address given on page 2.	0	9	1
Interest paid / Capital repaid } Lumpsum	1	10	10
Trade Union subscriptions	0	2	4
Other subscriptions	0	1	5
Tinning	0	0	1
Newspapers	0	0	2
Amusements (Cinema, Drama, etc.)	0	5	1
Medical fees and medicines	0	1	3
Education (Books and fees)	0	1	3
Travelling expenses to and from work			
Snuff	0	0	1
Gifts and presents			
Charity	0	0	1
Servants for bringing meals to place of work			
Land revenue	0	0	1
Lottery			
Luxuries such as watches, toys, etc.	0	2	5
Flowers etc., for worship	0	3	10
Charges for grinding cereals and pulses			
Here note any other item of miscellaneous expenditure	0	2	2
Total monthly expenditure on miscellaneous items	8	5	7

Summary of Income and Expenditure.

Total family income in the month investigated (See page 2)	Rs.	a.	p.
Expenditure :			
Food (see page 130)	23	10	0
Fuel and Lighting (see page 131)	2	1	1
Rent (see page 131)	0	10	9
Clothing, umbrellas and shoes or sandals (see pages 132 and 133).	3	6	2
Bedding and household necessaries (see page 134)	0	3	6
Miscellaneous expenditure (see page 135)	8	5	7
Total expenditure of family in the month	38	5	1

Excess of income over expenditure Rs.
Excess of expenditure over income Rs.
How are the savings invested
or
How is the excess of expenditure over income met.

*State whether the liquor consumed is country or foreign.

Indebtedness. 389

Causes. To what extent due to expenditure incurred on	Amount	From whom borrowed	Rate of interest	Nature of security	Terms of repayment
	Rs. a. p.				
(a) Festivals ...					
(b) Marriages ...					
(c) Funerals ...					
(d) Sickness ...					
(e) Unemployment ...					
(f) Other causes ...					
Total debt ...					

ENCLOSURE TO SS/WB1.

(1) Average working class family as worked out from the details on the Family Budget Survey (333 Families) at Kolar Gold Fields, consists of 4·4 units made up of 1·5 males, 1·7 females and 1·2 children (One unit taken as equal to 2 children).

(2) The 333 families investigated consist of 511 males, 579 females and 780 children (both male and female), the dependants numbering 24, 41 and 21 respectively (Male, Female and Children).

NUMBER OF EARNERS AND UNITS.

(3) The total number of earners in 333 families is 428 including 15 female earners; and as such the average earning members per unit works out to 1·28 including 0·04 of the female earner also per family or unit.

(4) The sample family budget form enclosed herewith furnishes the details of the quantities of various articles consumed by a unit family at Kolar Gold Fields as arrived at during the Family Budget Enquiry during 1942.

APPENDIX VI(b).

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The statement of Mr. M. L. Anantharama Rau, Statistical Assistant to the Commissioner of Labour in Mysore, recorded before the committee on 21st December 1949 at Bangalore :—

Under the orders of the Director of Industries and Commerce who was then in charge of Labour matters, I made a survey of the family budgets of K. G. F. workers about the end of 1942 and commencement of 1943. The enquiry comprised of 333 families. The member of units per average family according to the survey was 1·5 males, 1·7 females and 1·2 children (taking 2 children as equivalent to one unit). The member of earners in each family was 1·28. Ex. I is the copy of the standard family budget as prepared by me on the result of the survey. Ex. II is a summary of the conclusions. Ex. III is Working Class Cost of Living Index form for K.G.F. and this gives the prices current in 1936 which is the base year. Family budget survey was done for Bangalore and Mysore Cities. My figures give an average picture.

APPENDIX VII.

Result of the family enquiry conducted by the Committee on 6th December 1949.

Number of families	...	40
Male workers	...	40
Wives	...	36
Children	...	97
Mother or Mother-in-law of worker	...	13
Father	...	3
Brother	...	7
Sister	...	12
Other earners	...	10

Males (adults)	...	50
Females (adults)	...	61
Children	...	97
Other earners	...	10

Average per family.

			Consumption units.
Males (adults)	...	1·25	1·25
Females (adults)	...	1·52	1·26
Children	...	2·42	1·69
			4·20
Other earners	...	1·25	
Consumption units per earner...			3·36

CHAMPION REEFS.

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Enquiry into composition and sizes of families conducted by the Committee on 6th December 1949.

Serial number	Name	Pay per day	Wife or husband	Children	Mother	Father	Brothers	Sisters	Other earners
	HEAD MAISTRY BLOCK.	Rs. a. p.							
1	Chinnappan	1 13 0	1	5	1	...	...	...	...
2	Sundararaj	2 12 0	1	5	...	...	...	1	...
3	Chinnappan (Machine Maistry) ..	1 10 0	1	4+2	...	...	...	...	...
4	Manickam	2 12 0	1	2	...	...	...	1	...
5	Govindaswamy	2 8 0	1	2	...	...	...	...	...
6	Muthan	1 14 0	1	3	...	...	...	...	...
7	Munisami	1 2 0	1	2	...	...	...	...	...
	P. BLOCK.								
8	Muniswamy (Machine Maistry) ...	1 8 0	1	3	...	...	...	...	...
9	Seetharaman (Bell-man) ...	1 1 0	1	1	...	...	...	2	...
10	Manickam (Road-man) ...	1 2 0	1	1	1	...	...	...	...
11	Kamammal (Out-door dept) ...	0 11 0	...	...	1	...	1	1	...
12	Magmari (Pipe cooly) ...	1 0 0	1	...	1	...	...	..	...
13	Sreerangan ...	1 9 0	1	3	...	...	...	...	...
14	Ratnam (Carpenter) ...	0 13 0	...	...	1	...	1	1	...
	S. BLOCK.								
15	Iyagadu (Sanitary maistry) ...	1 2 0	1	4	...	...	...	...	1
16	Penchalinga	0 13 0	...	...	...	...	2	...	1
17	Penchalingadu	0 14 0	1	2	...	...	...	...	2
	G. BLOCK.								
18	Sreenivasan (Fitter-gang) ...	1 1 0	1	3	...	...	...	...	...
19	Thangaraj	1 6 0	1	3	..	...	...	...	...
20	Anthony (Driver)	1 9 0	1	4	...	...	...	...	2
21	Annaswamy (Sink maistry) ...	1 11 0	1	2	1	...	...	...	...
22	Ponnam (Hoisting-cooly) ...	1 3 0	1	1	...	...	...	...	...
23	Ramesan (Mill-cooly) ...	1 2 0	1	4+3	...	...	...	...	...
24	Kuppuswamy	1 8 0	1	3+2	1	1	...	...	...
25	Muniswamy	0 11 0	1	3	...	...	...	...	1
26	Vedaraj (Tinker)	1 6 0	1	...	...	...	...	...	...
27	Thangaraj (Surface stone-breaker).	0 14 0	1	2	...	...	...	...	...
28	Sadasivan	0 8 0	...	...	1	1	1	4	1
29	Bhagyanathan (Contractor-clerk).	51 8 0 Per month.	1	6	...	...	...	...	...
30	Pomangam	0 14 0	1	1	1	...	...	1	...
31	Appadorai (Under-ground workman)	...	1	1	1	...	1	...	1
32	Perumal Swami (Under-ground).	...	1	1	1	...	...	...	...
33	Beunu	...	1	2	...	...	1	...	1
34	Gopal	...	1	...	...	..	...	...	...
35	Ramaswamy (Moulder) ...	...	1	6	1	1	...	...	...
36	Sundaram	...	1	4	...	...	...	...	...
37	Parasuram	...	1	...	...	...	...	...	...
38	Govindaraj	...	1	1	...	...	...	...	...
39	Narayanswami	...	1	2	...	...	...	...	...
40	Muthuswami	...	1	4	1	...	...	1	...
		...	36	97	13	3	7	12	10

APPENDIX VIII.

Working Class Cost of Living Index Number for K.G.F. Area for the month of.....194 .

(Average prices from July 1935 to June 1936=100)

Articles	Unit of quantity	Weight proportional to Total Expenditure	Average price per unit of quantity			Index Numbers		
			Year ended June 1936					
1	2	3	4	5	6	7	8	9
FOOD			Rs. a. p.		Rs. a. p.			
1 Rice	Sr. Msr.	3·5	0 2 0	9/16 plus 2½ seers.	0 5 0			
2 Boiled Rice	,,	36·9	0 2 1	35	4 8 11			
3 Ragi	,,	11·1	0 0 11	36½	2 1 3			
4 Blackgram Dhal	,,	0·4	0 2 11	¼	0 0 9			
5 Tur dhal	,,	4·2	0 2 8	3	0 8 0			
6 Bengalgram Dhal	,,	0·8	0 1 11	2/3	0 1 4			
7 Avare Dhal	,,	0·6	0 2 1	½	0 1 0			
8 Greengram	,,	0·6	0 1 11	½	0 0 6			
9 Sugar	Sr. Wt.	0·5	0 1 4	¼ viss	0 1 8			
10 Jaggery	Viss	2·8	0 3 3	1 achu+1½ viss	0 5 3			
11 Coffee Seeds	Wt. Sr.	1·8	0 4 0	2	0 5 11	Same as 1942.		
12 Fish	,,	2·1	0 3 6	1 lb.	0 3 6			
13 Meat	2 lbs. Wt.	9·0	0 8 0	3 srs. (2 lb.)	0 8 0			
14 Milk	Sr. Msr.	2·8	0 3 3	4	0 10 8	Same as 1942.		
15 Curds	,,	0·6	0 2 0	11/8	0 2 3			
16 Onions	Viss	0·8	0 1 4	1	0 1 4			
17 Gheo	Sr. Wt.	1·1	0 6 0	⅛	0 3 0			
18 Gingelly Oil	,,	3·2	0 2 0	¾ viss	0 7 6			
19 Cocoanut	Each	0·8	0 1 2	3	0 3 6			
20 Groundnut Oil	Sr. Wt.	0·6	0 1 7	¼ viss	0 2 0			
21 Salt	Sr. Msr.	1·3	0 1 2	3½	0 3 9			
22 Chillies	Viss	4·0	0 7 8	⅝	0 5 9			
23 Tamarind	,,	1·4	0 2 7	1 viss	0 2 7			
24 Coriander	Sr. Msr.	1·2	0 1 4	1½	0 2 0			
25 Garlic	Sr. Wt.	0·6	0 2 0	1	0 2 0			
26 Soice	Sr. Msr.	0·3	0 2 5	small qty.	0 0 8			
27 Vegetables	Viss	3 8	0 3 0	retail	0 7 2			
28 Readymade Coffee	Cup	3·2	0 0 6	...	0 1 6			
					12 10 9			
	Total	100·0	(Index Number—Food Articles.)					

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APPENDIX VIII—*contd.*

Articles	Unit of quantity	Weight proportional to Total Expenditure	Average price per unit of quantity			Index Numbers		
			Year ended June 1936					
1	2	3	4	5	6		8	9
FUEL AND LIGHTING.			Rs. a. p.		Rs. a. p.			
1 Firewood	Maund	75·1	0 2 0	10½	1 5 0			
2 Caster Oil	Sr. Wt.	7·8	0 2 3	½	0 1 1			
3 Kerosene Oil	Bottle	13·1	0 2 3	1	0 2 3			
4 Match Box of 50 Sticks ...	Dozen	5·0	0 3 9	¼	0 1 0			
					1 9 4			
...	Total	100·0	(Index Number—Fuel and Lighting.)					
CLOTHING.			Rs. a. p.		Rs. a. p.			
1 Dhoties	Pair of 8 yards	9·3	2 1 0	1942 3-6-2 reduced to base from index 170.	1 15 10			
2 Cloth for Pyjama, etc. ...	Yard	1·7	0 4 4					
3 Coating	,,	20·4	0 6 5					
4 Shirting	,,	14·7	0 5 0					
5 Salries ...	Each	39·4	3 3 0					
6 Cloth for Jackets, etc. ...	Yard	14·5	0 5 3					
					1 15 10			
	Total	100·0	(Index Number—Clothing.)					
HOUSE RENT.			Rs. a. p.		Rs. a. p.			
1 House Rent	...	100·0	0 10 9	...	0 10 9	same as 1942.		
	Total	100·0	(Index Number—House Rent.)					

Articles	Unit of quantity	Weight proportional to Total Expenditure	Average price per unit of quantity			Index Number		
			Year ended June 1936					
1	2	3	4	5	6	7	8	9
MISCELLANEOUS.			Rs. a. p.		Rs. a. p.			
1 Barber	1 Shave	14·5	0 1 0	...	0 6 0			
2 Soap for Washing	1 Bar	20·0	0 4 3	1	0 4 3			
3 Soapnut Powder	Sr. Wt.	5·2	0 1 1	1½	0 1 7			
4 Supari	,,	14·1	0 3 3	80 leaves and 1½ seers.	0 7 0			
5 Beedies	Bdle. of 25	15·7	0 1 0	...	0 8 2			
6 Travelling Expenses ...	...	6·7	0 4 2	...	0 4 2			
7 Flowers	1 Bunch	3·9	0 0 6	...	0 2 6			
8 Amusements	1 Show	8·1	0 2 0	...	0 4 0			
9 Charges for Grinding ...	2 Seers	6·1	0 0 2	...	...			
10 Household Necessaries ...	Sr. Wt.	5·7	0 5 0	...	0 3 6	Same as 1942.		
					2 9 2 plus Re. 0-12-7 (Dhoty, tobacco, postage, education, etc.) = Rs. 3-5-9.			
	Total	100·0	(Index Number—Miscellaneous.)					

Groups	Weight proportional to Total Expenditure	Index Number
		Rs. a. p.
1 Food	70·9	12 10 9
2 Fuel and Lighting	6·2	1 9 4
3 Clothing	9·1	1 15 10
4 House Rent	2·1	0 10 9
5 Miscellaneous	11·7	2 9 2
Total ...	100·0	19 7 10 plus Re. 0-12-7 = Rs. 20-4-5
(Cost of Living Index Figure.)		

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APPENDIX VIII-(a).

Working Class Cost of Living Index Number for K.G.F. Area for the Month of.....194 .
(Average prices from July 1935 to June 1936=100).

Articles	Unit of Quantity	Weight proportional to Total Expenditure	Average price per unit of quantity			Index Numbers		
			Year ended June 1936					
1	2	3	4	5	6	7	8	9
FOOD			Rs. a. p.		Rs. a. p.			
1 Rice	Sr. Msr.	3·5	0 2 0	9/16 plus 2½ seers.	0 5 0			
2 Boiled Rice	"	36·9	0 2 1	35	4 8 11			
3 Ragi	"	11·1	0 0 11	36½	2 1 3			
4 Blackgram dhal	"	0·4	0 2 11	½	0 0 9			
5 Tur dhal	"	4.2	0 2 8	3	0 8 0			
6 Bengalgram dhal	"	0·8	0 1 11	2/3	0 1 4			
7 Avare dhal	"	0·6	0 2 1	½	0 1 0			
8 Greengram	"	0·6	0 1 11	½	0 0 6			
9 Sugar	Sr. Wt.	0·5	0 1 4	¼ viss	0 1 8			
10 Jaggery	Viss	2·8	0 3 3	1 achu+1½ viss	0 5 3			
11 Coffee Seeds	Wt. Sr.	1·8	0 4 0	2	0 5 11	Same as 1942.		
12 Fish	"	2·1	0 3 6	1 lb.	0 3 6			
13 Meat	2 lbs. Wt.	9·0	0 8 0	3 Srs. (2 lbs.)	0 8 0			
14 Milk	Sr. Msr.	2·8	0 3 3	4	0 10 8	Same as 1942.		
15 Curds	"	0·6	0 2 0	11/8	0 2 3			
16 Onions	Viss	0·8	0 1 4	1	0 1 4			
17 Ghee	Sr. Wt.	1·1	0 6 0	½	0 3 0			
18 Gingelly Oil	"	3·2	0 2 0	¾ viss	0 7 6			
19 Cocoanut	Each	0·8	0 1 2	3	0 3 6			
20 Groundnut Oil	Sr. Wt.	0·6	0 1 7	¾ viss	0 2 0			
21 Salt	Sr. Msr.	1·3	0 1 2	3¼	0 3 9			
22 Chillies	Viss	4·0	0 7 8	⅔	0 5 9			
23 Tamarind	"	1·4	0 2 7	1 viss	0 2 7			
24 Coriander	Sr. Msr.	1·2	0 1 4	1½	0 2 0			
25 Garlic	Sr. Wt.	0·6	0 2 0	1	0 2 0			
26 Sojee	Sr. Msr.	0·3	0 2 5	Small Qty.	0 0 8			
27 Vegetables	Viss	3·8	0 3 0	Retail.	0 7 2			
28 Readymade Coffee	Cup.	3·2	0 0 6	...	0 1 6			
	Total	100·0	(Index Number—Food Articles.)		12 10 9			

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APPENDIX VIII-(*a*)—*contd.*

Articles	Unit of Quantity	Weight proportional to Total Expenditure	Average price per unit of quantity			Index Numbers		
			Year ended June 1936					
1	2	3	4	5	6	7	8	9
FUEL AND LIGHTING			Rs. a. a.		Rs. a. p.			
1 Firewood	Maund	75·1	0 2 0	10½	1 5 0			
2 Castor Oil	Sr. Wt.	7·8	0 2 3	½	0 1 1			
3 Kerosene Oil	Bottle	12·1	0 2 3	1	0 2 3			
4 Match box of 50 Sticks ...	Dozen	5·0	0 3 9	¼	0 1 0			
					1 9 4			
	Total	100·0	(Index Number—Fuel and Lighting.)					
CLOTHING			Rs. a. p		Rs. a. p.			
1 Dhoties	Pair of 8 yards	9·3	2 1 0					
2 Cloth for Pyjama, etc. ..	Yard	1·7	0 4 4	1942 3-6-2				
3 Coating	,,	20·4	0 6 5	Reduced to	1 15 10			
4 Shirting	,,	14·7	0 5 0	base from				
5 Saries	Each	39·4	3 8 0	Index 170				
6 Cloth for Jackets, etc. ...	Yard	14·5	0 5 3					
					1 15 10			
	Total	100·0	(Index Number—Clothing.)					
HOUSE RENT								
1 House Rent		100·0	0 10 9		0 10 9	Same as	1942	
	Total	100·0	(Index Number—House Rent.)					

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APPENDIX VIII-(*a*)—*concld.*

Articles	Unit of Quantity	Weight proportional to Total Expenditure	Average price per unit of quantity — Year ended June 1936			Index Numbers		
1	2	3	4	5	6	7	8	9
MISCELLANEOUS			Rs. a p:		Rs. a. p.			
1 Barber	1 Shave	14·5	0 1 0	...	0 6 0			
2 Soap for Washing	1 Bar	20·0	0 4 3	1	0 4 3			
3 Soapnut Powder	Sr. Wt.	5·2	0 1 1	1½	0 1 7			
4 Supari	,,	14·1	0 3 3	80 leaves and 1½ srs.	0 7 0			
5 Beedies	Bdle. of 25	15·7	0 1 0	...	0 8 2			
6 Travelling Expenses... ...	...	6·7	0 4 2	...	0 4 2			
7 Flowers	1 Bunch	3·9	0 0 6	...	0 2 6			
8 Amusements	1 Show	8·1	0 2 0	...	0 4 0			
9 Charges for Grinding ...	2 Seers	6·1	0 0 2	...	...			
10 Household Necessaries ...	Sr. Wt.	5·7	0 5 0	...	0 3 6	Same as 1942.		
					2 9 2 plus Re. 0-12-7 (Dhoty, tobacco, postage, education, etc.)=Rs. 3-5-9.			
	Total	100·0	(Index Number—Miscellaneous.)					

Groups	Weight proportional to Total Expenditure	Index Number
		Rs. a. p.
1 Food	70·9	12 10 9
2 Fuel and Lighting	6·2	1 9 4
3 othing	9·1	1 15 10
4 House Rent	2·1	0 10 9
5 Miscellaneous	11·7	2 9 2
Total ...	...	19 7 10 plus Re. 0-12-7—20-4-5.

APPENDIX VIII.

Working Class Cost of Living Index Number for K. G. F. Area for the Month of.....194 .
(Average prices from July 1935 to June 1936=100)

Articles	Unit of Quantity	Weight proportional to Total Expenditure	Average price per unit of quantity			Index Numbers		
			Year ended June 1936					
1	2	3	4	5	6	7	8	9
FOOD			Rs. a. p.		Rs. a. p.			
1 Rice	Sr. Msr.	3·5	0 2 0	9/16 plus 2½ seers.	0 5 0			
2 Boiled Rice	,,	36·9	0 2 1	35	4 8 11			
3 Ragi	,,	11·1	0 0 11	36½	2 1 3			
4 Blackgram dhal	,,	0·4	0 2 11	½	0 0 9			
5 Tur dhal	,,	4·2	0 2 8	8	0 8 0			
6 Bengalgram dhal	,,	0·8	0 1 11	2/3	0 1 4			
7 Avare dhal	,,	0·6	0 2 1	½	0 1 0			
8 Greengram	,,	0·6	0 1 11	½	0 0 6			
9 Sugar	Sr. Wt.	0·5	0 1 4	½ viss	0 1 8			
10 Jaggery plus for coffee	Viss	2·8	0 3 3	1 achu+1½ viss	0 5 3			
11 Coffee Seeds	Wt. Sr.	1·3	0 4 0	2	0 5 11	Same as	1942.	
12 Fish	,,	2·1	0 3 6	1 lb.	0 3 6			
13 Meat	2 lbs. Wt.	9·0	0 8 0	3 seers 2 lbs.	0 8 0			
14 Milk	Sr. Msr.	2·8	0 3 8	4	0 10 8	Same as	1942.	
15 Curds	,,	0·6	0 2 0	11/8	0 2 3			
16 Onions	Viss	0·8	0 1 4	1	0 1 4			
17 Ghee	Sr. Wt.	1·1	0 6 0	½	0 3 0			
18 Gingelly Oil	,,	3·2	0 2 0	½ viss	0 7 6			
19 Cocoanut	Each	0·8	0 1 2	3	0 3 6			
20 Groundnut Oil	Sr. Wt.	0·6	0 1 7	¼ viss	0 2 0			
21 Salt	Sr. Msr.	1·3	0 1 2	3½	0 3 9			
22 Chillies	Viss	4·0	0 7 8	2	0 5 9			
23 Tamarind	,,	1·4	0 2 7	1 viss	0 2 7			
24 Coriander	Sr. Msr.	1·2	0 1 4	1½	0 2 0			
25 Garlic	Sr. Wt.	0·6	0 2 0	1	0 2 0			
26 Sojee	Sr. Msr.	0·3	0 2 6	Small quantity	0 0 8			
27 Vegetables	Viss	3·8	0 3 0	Retail	0 7 2			
28 Readymade Coffee ...	Cup	3·2	0 0 6	...	0 1 6			
					12 10 9			
TOTAL		100·0 (Index Number—Food Articles.)						

APPENDIX VIII—*contd.*

Articles	Unit of Quantity	Weight proportional to Total Expenditure	Average price per unit of quantity			Index Numbers		
			Year ended June 1936					
1	2	3	4	5	6	7	8	9
FUEL AND LIGHTING.			Rs. a. p.		Rs. a. p.			
1 Firewood	Maund	75·1	0 2 0	10½	1 5 0			
2 Castor Oil	Sr. Wt.	7·8	0 2 8	½	0 1 1			
3 Kerosene Oil	Bottle	12·1	0 2 8	1	0 2 8			
4 Match Box of 50 Sticks ...	Dozen	5·0	0 3 9	¼	0 1 0			
					1 9 4			
	TOTAL	100·0 (Index Number—Fuel and Lighting.)						
CLOTHING			Rs. a. p.		Rs. a. p.			
1 Dhoties	Pair of 8 yards	9·3	2 1 0	1942. 3-6-2 Reduced to base from index 170	1 15 10			
2 Cloth for Pyjama, etc. ...	Yard	1·7	0 4 4					
3 Coating ...	,,	20·4	0 6 5					
4 Shirting ...	,,	14·7	0 5 0					
5 Saries ...	Each	39·4	3 3 0					
6 Cloth for Jackets, etc. ...	Yard	14·5	0 5 3					
					1 15 10			
	TOTAL	100·0 (Index Number—Clothing.)						
HOUSE RENT			Rs. a. p.		Rs. a. p.			
1 House Rent		100·0	0 10 9		0 10 9	Same as	1942.	
	TOTAL	100·0 (Index Number—House Rent.)						

Articles	Unit of Quantity	Weight proportional to Total Expenditure	Average price per unit of quantity			Index Numbers		
			Year ended June 1936					
1	2	3	4	5	6	7	8	9
MISCELLANEOUS			Rs. a. p.		Rs. a. p.			
1 Barber	1 Shave	14·5	0 1 0	...	0 6 0			
2 Soap for Washing	1 Bar	20·0	0 4 3	1	0 4 3			
3 Soapnut Powder	Sr. Wt.	5·2	0 1 1	1½	0 1 7			
4 Supari	"	14·1	0 3 3	80 leaves and 1½ seers.	0 7 0			
5 Beedies	Bdle. of 25	15·7	0 1 0	...	0 8 2			
6 Travelling Expenses... ...	...	6·7	0 4 2	...	0 4 2			
7 Flowers	1 Bunch	3·9	0 0 6	...	0 2 6			
8 Amusements	1 Show	8·1	0 2 0	...	0 4 0			
9 Charges for Grinding ...	2 Seers	6·1	0 0 2	...	...			
10 Household Necessaries ...	Sr. Wt.	5·7	0 5 0	...	0 3 6	Same as	1942.	
					2 9 2 plus Rs. 0-12-7 (Dhoby, tobacco, postage, education etc.)=Rs. 3-5-9.			

TOTAL 100·0 (Index Number—Miscellaneous.)

Groups	Weight proportional to Total Expenditure	Index Number
		Rs. a. p.
1 Food	70·9	12 10 9
2 Fuel and Lighting	6·2	1 9 4
3 Clothing	9·1	1 15 10
4 House Rent	2·1	0 10 9
5 Miscellaneous	11·7	2 9 2
Total ...	100·0	19 7 10 plus 0-12-7=Rs. 20-4-5-
(Cost of Living Index Figure)		

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APPENDIX VIII(a).

COST OF LIVING FOR A STANDARD FAMILY IN 1936 ACCORDING TO THE SUGGESTIONS OF THE SEVERAL MEMBERS.

I. Family of 4·4 units with 1·28 earners.

Consequently consumption units per earner are 3·43. Cost under several heads for a family of 4·4 units according to the list worked out for the year 1936 (base year) is as follows :—

		Rs.	a.	p.	
1. Food	...	12	10	9	
2. Fuel and lighting	...	1	9	4	
3. Clothing	...	1	15	10	
4. House rent	...	0	10	9	
5. Miscellaneous	...	2	9	8	(or Rs. 3-5-9 allowing some extras).
Total	...	19	7	10	

(Or Rs. 20-4-5 allowing for some extras).

The cost reduced from 4·4 to 3·43 consumption units will therefore be Rs. 15-3-7 (or Rs. 15-12-11). Raised to Index Number 160, this will become Rs. 24-5-9 (or Rs. 25-4-8). This works to Re. 0-15-0 (or Re. 0-15-7) per day for a month of 26 working days.

II. Suggestions of Messrs. Rathnasabhapathy and Bhagyanathan.

Family of an earner is 3·43 consumption units. Cost of living in 1936 :—

		Rs.	a.	p.
1. Food	...	13	14	0
2. Fuel and lighting	...	1	12	0
3. Clothing	...	2	4	0
4. House rent	...	0	12	2
5. Miscellaneous	...	4	6	2
Total	...	23	0	4

Reduced to 3·43 consumption units this works to Rs. 17-15-9. Raised to Index Number 160, this becomes Rs. 27-12-5 working to Rs. 1-1-1 per day.

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III. Mr. Sundararaja Iyengar's suggestion.

Family 4·5 consumption units. Cost of living :—

			Rs.	a.	p.
1.	Food	... ...	15	13	3
2.	Fuel and lighting	... ...	1	11	7
3.	Clothing	... ...	2	8	0
4.	House rent	... ...	0	12	9
5.	Miscellaneous	... ...	4	6	2
	Total	...	25	3	9

(*a*) For 4·5 consumption units the cost will be Rs. 25-12-11. Raised to Index Number 160, it will be Rs. 41-4-8 working to Rs. 1-9-5 per day.

(*b*) For 3·43 consumption units, the amount will be Rs. 19-11-5. Raised to Index number 160, this will be Rs. 31-8-8. This works to Rs. 1-3-5 per day.

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APPENDIX VIII(a).

COST OF LIVING FOR A STANDARD FAMILY IN 1936 ACCORDING TO THE SUGGESTIONS OF THE SEVERAL MEMBERS.

I. Family of 4·4 units with 1·28 earners.

Consequently consumption units per earner are 3·43. Cost under several heads for a family of 4·4 units according to the list worked out for the year 1936 (base year) is as follows:—

			Rs.	a.	p.	
1.	Food	...	12	10	9	
2.	Fuel and lighting	...	1	9	4	
3.	Clothing	...	1	15	10	
4.	House rent	...	0	10	9	
5.	Miscellaneous	...	2	9	8	(or Rs. 3-5-9 allowing some extras).
	Total	...	19	7	10	

(or Rs. 20-4-5 allowing for some extras).

The cost reduced from 4·4 to 3·43 consumption units will therefore be Rs. 15-3-7 (or Rs. 15-12-11). Raised to Index number 160, this will become Rs. 24-5-9 (or Rs. 25-4-8). This works to Re. 0-15-0 (or Re. 0-15-7) per day for a month of 26 working days.

II. Suggestions of Messrs. Rathnasabhapathy and Bagyanathan.

Family of an earner is 3·43 consumption units. Cost of living in 1936:—

				Rs.	a.	p.
1.	Food	...	...	13	14	0
2.	Fuel and lighting	...	...	1	12	0
3.	Clothing	...	...	2	4	0
4.	House rent	...	...	0	12	2
5.	Miscellaneous	...	...	4	6	2
		Total	...	23	0	4

Reduced to 3·43 consumption units this works to Rs. 17-15-9. Raise to Index Number 160, this becomes Rs. 27-12-5 working to Rs. 1-1-1 per day.

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III. Mr. Sundararaja Iyengar's suggestion.

Family of 4·4 consumption units. Cost of living :—

			Rs.	a.	p.
1.	Food ...	...	15	13	3
2.	Fuel and lighting	...	1	11	7
3.	Clothing	...	2	8	0
4.	House rent	...	0	12	9
5.	Miscellaneous	...	4	6	2
	Total	...	25	3	9

(*a*) For 4·5 consumption units the cost will be Rs. 25-12-11. Raised to Index Number 160, it will be Rs. 41-4-8 working to Rs. 1-9-5 per day.

(*b*) For 3·43 consumption units, the amount will be Rs. 19-11-5. Raised to Index Number 160, this will be Rs. 31-8-8. This works to Rs. 1-3-5 per day.

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APPENDIX VIII(a).

COST OF LIVING FOR A STANDARD FAMILY IN 1936 ACCORDING TO THE SUGGESTIONS OF THE SEVERAL MEMBERS.

I. Family of 4·4 units with 1·28 earners.

Consequently consumption units per earner are 3·43. Cost under several heads for a family of 4·4 units according to the list worked out for the year 1936 (base year) is as follows .—

			Rs.	a.	p.	
1.	Food	...	12	10	9	
2.	Fuel and lighting	...	1	9	4	
3.	Clothing	...	1	15	10	
4.	House rent	...	0	10	9	
5.	Miscellaneous	...	2	9	8	(or Rs. 3-5-9 allowing some extras).
	Total	...	19	7	10	

(or Rs. 20-4-5 allowing for some extras).

The cost reduced from 4·4 to 3·43 consumption units will therefore be Rs. 15-3-7 (or Rs. 15-12-11). Raised to Index Number 160, this will become Rs. 24-5-9 (or Rs. 25-4-8). This works to Re. 0-15-0 (or Re. 0-15-7) per day for a month of 26 working days.

II. Suggestions of Messrs. Rathnasabhapathy and Bhagyanathan.

Family of an earner is 3·43 consumption units. Cost of living in 1936 :—

			Rs.	a.	p.
1.	Food	... ...	13	14	0
2.	Fuel and lighting	... ...	1	12	0
3.	Clothing	... ...	2	4	0
4.	House rent	... ...	0	12	2
5.	Miscellaneous	... ...	4	6	2
	Total	...	23	0	4

Reduced to 3·43 consumption units this works to Rs. 17-15-9. Raised to Index Number 160, this becomes Rs. 27-12-5 working to Rs. 1-1-1 per day.

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III. Mr. Sundararaja Iyengar's suggestion.

Family 4·5 consumption units. Cost of living :—

			Rs.	a.	p.
1.	Food	... ...	15	13	3
2.	Fuel and lighting	... ...	1	11	7
3.	Clothing	... ...	2	8	0
4.	House rent	... ...	0	12	9
5.	Miscellaneous	... ...	4	6	2
		Total ...	25	3	9

(*a*) For 4·5 consumption units the cost will be Rs. 25-12-11. Raised to Index Number 160, it will be Rs. 41-4-8 working to Rs. 1-9-5 per day.

(*b*) For 3·43 consumption units, the amount will be Rs. 19-11-5. Raised to Index Number 160, this will be Rs. 31-8-8. This works to Rs. 1-3-5 per day.

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APPENDIX IX.

MR. GNANAPRAKASAM.

WORKSHOP FITTER CHAMPION REEF MINES.

PRESIDENT :

Champion Reef Labour Association.

An average family consists of—

One husband.

Rosa is a wife in west families 2 per cent bachelors.

Two children between 10 and 11 years, two children below 10.

One mother in 70 per cent of the families.

One father in 70 per cent of the families.

One brother or sister in 25 per cent of the families.

Each family consists of six consumption units.

At the present prices, it will cost Rs. 12 per unit per month for foodstuffs *i.e.* Rs. 72 for food.

For fuel and lighting Rs. 10 per month for the family.

Clothing per year for the family Rs. 65 *i.e.* Rs. 5½ per month.

The rent for house at company's rate is 8 annas per month.

Outside rent is Rs. 3 per month at least.

Miscellaneous expenditure will be Rs. 15 per month.

Education costs Rs. 7 per month.

The total expenditure per month per family is Rs. 120.

I get a pay of Rs. 53 per month on Rs. 1-2-0 daily wages.

I have debts of Rs. 240.

I have been in work in K.G.F. for 11 years.

I was on Military duty from 1941-1943.

I was getting about Rs. 200 in Military Service per month.

The lowest wage to an unskilled surface worker sufficient for his needs will be Rs. 1-8-0 per day.

The dearness allowance at least should be Rs. 35.

An underground driver should get wages of Rs. 7 per day. That work is very hard.

The attendance bonus may be abolished and merged in the wage.

There is a larger amount of sickness in most families. The family members have to go to the City Hospitals. We have to go to private doctors also *i.e.*, the family members. I paid Rs. 53 to a private doctor for treatment of my wife. The conditions of life is very difficult.

Underground workers have to work in dust and dirt. An underground worker has to get Re. ½ more than a surface worker.

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Travelling expenses per year for a family to go to temples and the village etc., is Rs. 50 per year.

For cinemas, dramas, etc., Rs. 10 is necessary per month.

For clothing Rs. 80 per year is required and not Rs. 65.

Rs. 90 per month is required for food per 6 units and not Rs. 72.

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Printed by the Director of Printing, Stationery and Publications at the Government Press, Bangalore.